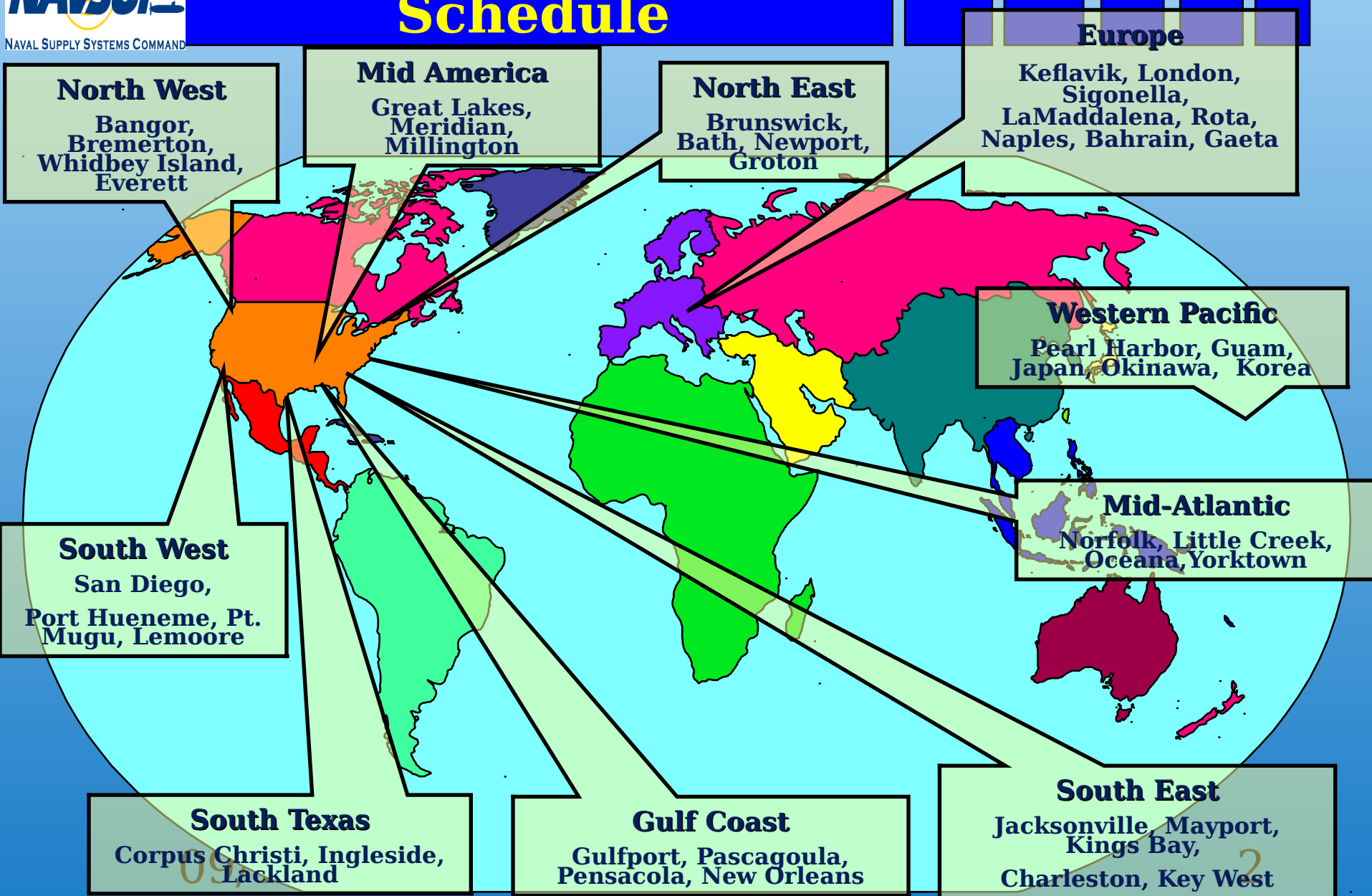


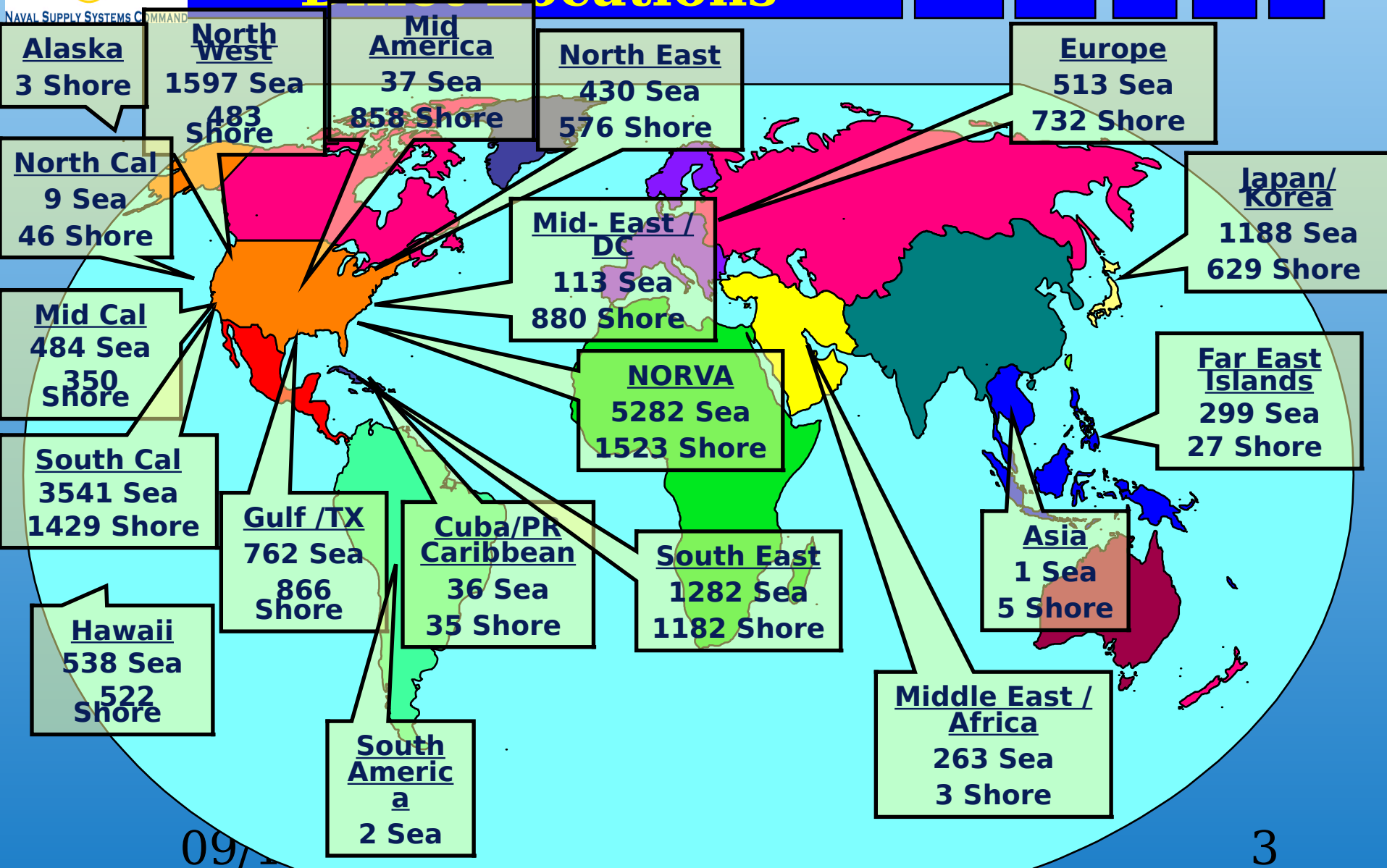
# Supply Enlisted Road Show



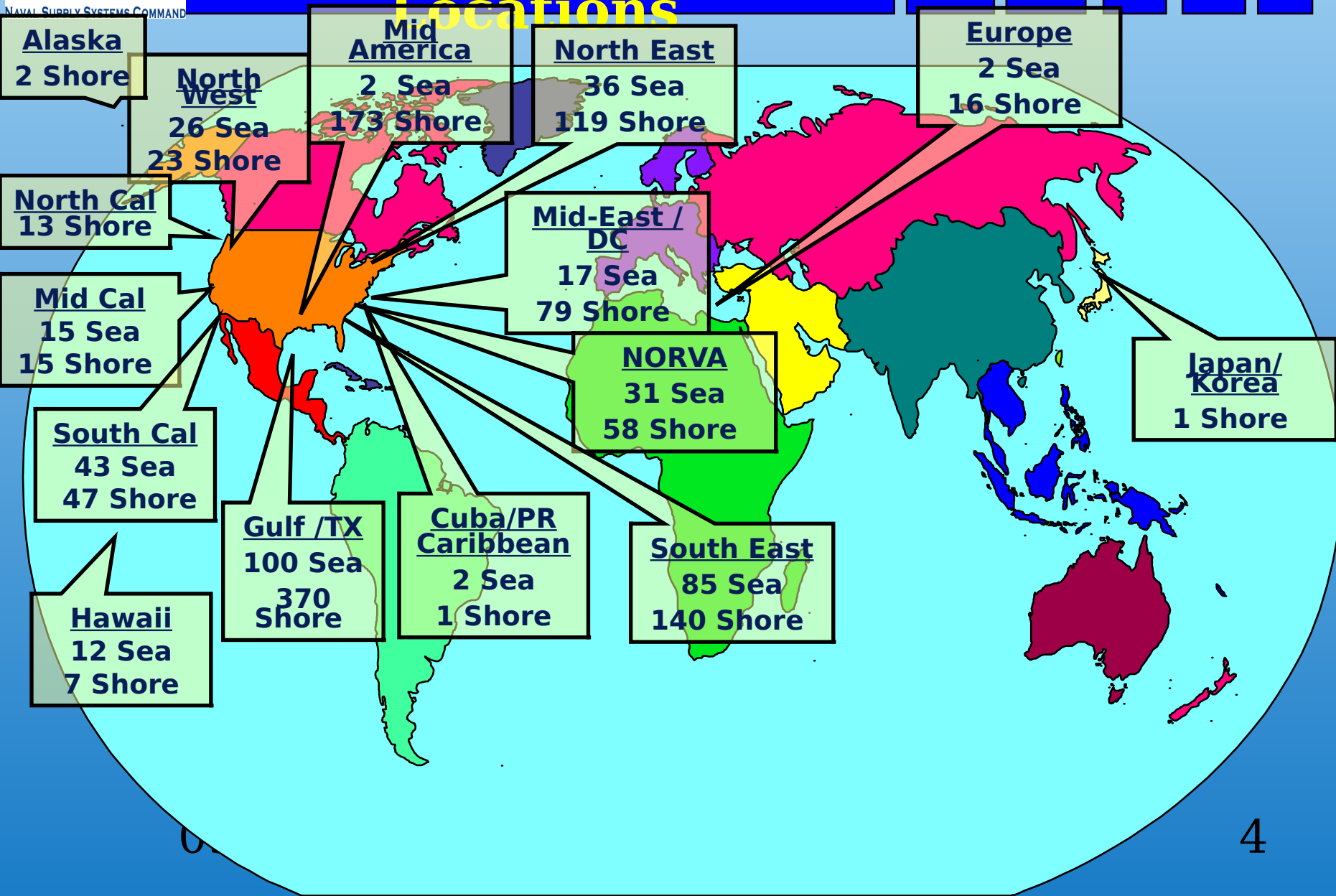
# 2004 Road Show Schedule



# ALL SUPPLY Billet Locations



# ALL SUPPLY FTS (TAR) Billet Locations





# Overview

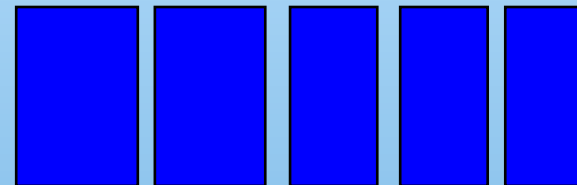
- Who we are...What we do
  - Community Management/Detailing Overview
- Summary Assessment
  - Supply Ratings Overview
  - Recruiting, Retention, Advancement
  - Community Issues
- Managing Your Career
  - Advancement
  - CMC Program
  - CWO/LDO Program
  - Retirements/Separations
  - Mentoring

09/11/10



# Personnel Management

## An Overview...



### Enlisted Placement Management Center

- Distribution of USN Personnel to Ensure Navy Wide Readiness
  - *Command's Advocate*
- Generates "Req" based on MCA Priority and NMP
- GENDET Detailing

### MCA

#### Manning Control Authority

- Determine Requisition Priorities
- 4 MCAs:
  - **LANTFLT/PACFLT**
  - **BUPERS**
  - **CHNAVRESFOR**

### NPC

#### Navy Personnel Command, Millington, TN

- Rated Sailor Detailing
- *Sailor's Advocate*

### TYCOM

- Manning problems
- Emergent Personnel Fills

### OPNAV

#### Enlisted Community Manager, Washington, DC

- Manages Inventory for Distribution

### CNP VISION

- ⇒ Right Sailor
- ⇒ Right Time
- ⇒ Right Place



# Personnel Management

## Detailing Basics...

- 10-13 months of PRD...Start Communication via JASS, CCC and Team Detailer
- 9 Months...Detailing Window Opens. No Longer communicate via Team Detailing ... Member and Detailers talk
- 7 months...a PRD notification is automatically sent for sailors not under orders
- 6 months...if a member fails to negotiate, Detailer will contact sailor and provide 3 available "HOTPICKS"

**\*\* If member does not select orders, Detailer will select orders for member based on MCA Priority Billets \*\***

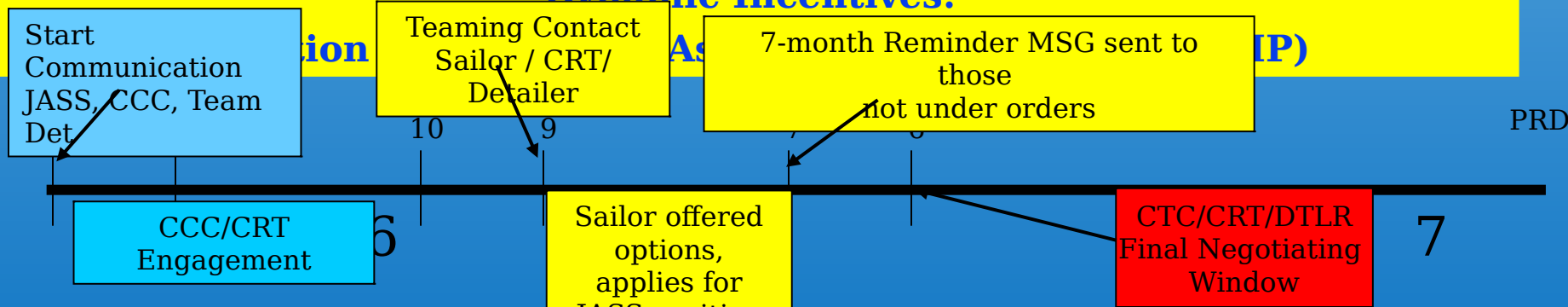
**So...the Key element to Detailing Success Starts with**

- Constant Communication with Detailer
- Dialog with Detailer early
- Apply for jobs in Super JASS...

**Member can choose up to 5 jobs**

**•Dynamic Incentives:**

**Project SAIL**  
**Sailor Advocacy through Interactive Leadership**



# Personnel Management

- **Many Sailors aren't getting the word**

- *Incentives available but missed by our Sailors...SRB, LSRB, STAR, CSL*
- *Road Show Support...Attendance not where it should be!*

- **Perform to Serve (PTS)**

- *Applies to Zone "A" (< 6yrs) CREO groups II & III ...all Zone "A" in the future. Immediate impact to Supply Rates...DK, DK(FTS), CS, PC, SH, SK, SK(SS)*
- *Three options: Authorized to re-enlist, Convert to undermanned rate (CREO I or II) or separation.*

- **Project SAIL (Sailor Advocacy through Interactive Leadership)**

- *Team Detailing*
- *Super JASS*
- *Web-Based Detailing*
- *Master Chief Detailing*

- *Personnel Investigation (Location SRB Assignment)*



# Assignment Incentive Pay (AIP)

*Replaces Sea Duty credit for Type 3 overseas billets*

## • AIP ---- What is it?

- Assignment Incentive pay is a market based monetary incentive that is designed to attract Sailors to traditionally difficult to fill assignments.
- Program started with Sigonella, Naples and Misawa and expanded to specific billets in Guam and LaMaddalena

## • How AIP works?

- Sailors submit bids through JASS (AIP billets are identified) .....
- Sailor shown maximum bid allowed for each job

Home Jobs Edit/Review Results Notes DATA XFER Log Out

Enlisted Make Applications  
(Information displayed in 'Gray' can not be modified)

Job Information		
Community:	MCA:	Composite:
1000	L	3
UIC:	Activity:	Rate:
41681	NCTAMS EC NAPLES	ET1

Application Information	
SSN:	Max Bid:
	\$400.00
Counselor comment to detailee:	Sailor Bid:
	\$300.00
	\$0.00
	\$50.00
	\$100.00
	\$150.00
	\$200.00
	\$250.00
	\$300.00
	\$350.00
	\$400.00

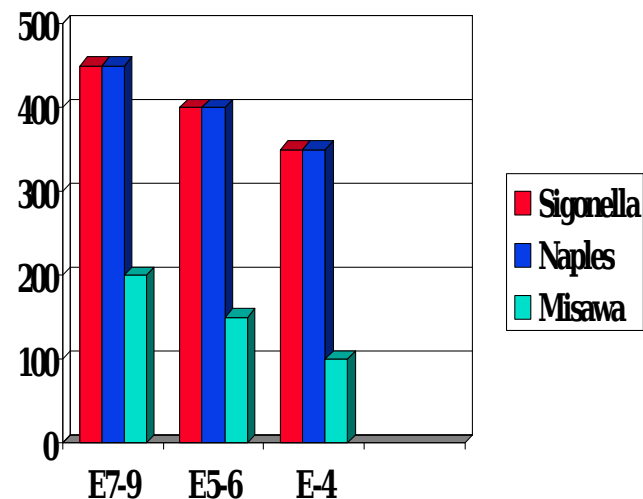
Number of applications-to-date: 5 Maximum number of applications allowed: 5

**APPLY**

Last Updated: 02/21/2003 14:52:03

**The Sailor is making a bid of \$300 for this job**

AIP Maximum rates



# Assignment Incentive Pay (AIP)

- **To attract qualified volunteers to difficult-to-fill jobs**
- **Market-based approach, allowing sailors to set the price for a particular assignment (at or below the Navy established maximum).**
- **Enlisted only initially...Sailor submits bids through JASS**
  - Shown maximum bid allowed for each job
  - Bidding cycle coincides with requisition cycle - Every two weeks
- **The following are locations and maximum Bid Rates (E4-6/E7-9): Naples, Italy - \$400/\$500; Sigonella, Sicily - \$400/\$500; Misawa, Japan - \$150/200; LaMaddalena (USS ES LAND) SK only - \$500/\$700; ATG Yokuska - \$400/\$500; ATG Sasebo - \$400/\$500; Lemoore, Calif (Type 2 Sea Duty) - \$400/\$500; Sasebo (Type 4 Sea Duty) \$300/\$450; Guam - \$400/\$500. Since the start of AIP on 21 June 2003, 43.08% of all AIP jobs in the supply ratings were applied for of which 23.59% of all applications were selected. The average bid for DK's = \$328; CS=\$232; PC=\$391; SK=\$280; SH=\$260**
- **Detailer collects qualified bids (does not see until all submitted)**
  - Detailer assesses "total cost" of Sailor/job matches
    - ◆ Includes AIP, PCS cost and retraining costs
  - Detailer makes final decision .... "Qualified, lowest bid" gets the job
    - ◆ Based on total cost, quality, and decision matrix
  - If decision deviates from lowest-bidder match...detailer documents rationale to PERS 4 Branch Head
- **When no bids received or when quality of match unacceptable bidding may continue until must-fill point**
- **Future Considerations: Korea, Gitmo, Iceland**

# Personnel Management

## Enlisted Community Management (ECM)...

### *The Supply ECM...*

#### • "Double-Hatted"

- ECM: OPNAV N132
- Enlisted Plans Division: NAVSUP OP Arlington

#### • Stock Control Officer for Ratings:

##### ➤ Procurement/Requirements:

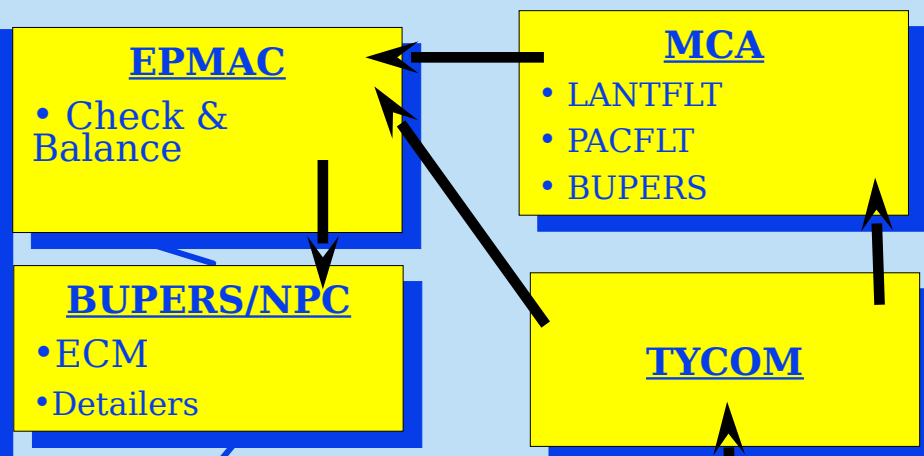
- ♦ Recruiting Quotas...
- ♦ "A" / "C" School Seats

##### ➤ Levels Setting:

- ♦ EPA/BA
- ♦ Reenlistment Quotas/SRB
- ♦ Advancement Quotas

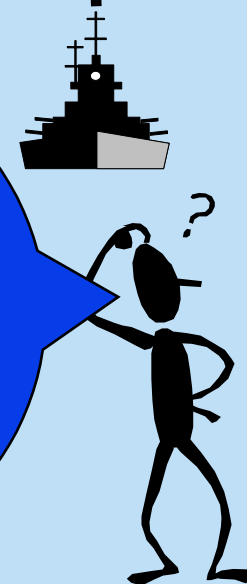
##### ➤ Shelf-life Management:

- ♦ Fleet Reserve Requests
- ♦ High Year Tenure Waivers
- ♦ Conversion Requests
- ♦ ADSEPS
- ♦ General Assignment Recalls



### Alphabet Soup???

CREO/REGA -  
EPA/BA  
-CONVERSIONS -- AIP  
--PTS -- NEC-- SRB &  
EB -- HYT -- FRRA -  
OCCSTDS  
JTA -- NAVET  
OSVET--PTS...



# Fleet Manning

## ➤ Overall Manning

- Supply ratings manned at 104% versus 101% ALNAV
- Supply Ratings comprise 7.6% total Enlisted Navy End Strength (8.1% w/SS)

## ➤ Where Are Our Billets

- ALNAV: Sea - 60% Shore - 40%
- Supply: Sea - 62% Shore - 38%
- Fleet Distribution: LANT- 40%, PAC - 38%, BUPERS/Other - 22%

### Sea vs Shore Billets

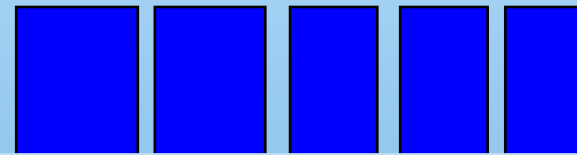
Rate	Sea	Shore
SK	58%	42%
SK(SS)	52%	48%
DK	59%	41%
CS	64%	36%
CS(SS)	69%	31%
PC	53%	47%
SH	74%	26%

### Fleet /MCA Billet Distribution

Rate	LANT	PAC	BUPERS
SK	43%	41%	16%
SK(SS)	44%	41%	15%
DK	48%	44%	8%
CS	43%	43%	14%
CS(SS)	47%	43%	10%
PC	42%	40%	18%
SH	43%	43%	14%



# FTS (TAR) Fleet Manning



## ➤ Overall Manning

- Supply FTS ratings manned at 100% versus 118% ALNAV FTS
- Supply Ratings comprise 9.4% of the total Enlisted FTS Navy End Strength

## ➤ Where Are Our Billets

- ALNAVFTS: Sea - 36% Shore - 64%
- Supply FTS: Sea - 25% Shore - 75%
- Fleet Distribution FTS: LANT -14%, PAC -6%, BUPERS- 5%, RESFOR -75%

### Sea vs Shore Billets

Rate	Sea	Shore
SK FTS	23%	77%
DK FTS	24%	76%
CS FTS	57%	43%

### Fleet / MCA Billet Distribution

Rate	LANTFLT	PACFLT	BUPERS	RESFOR
SK FTS	12%	6%	2%	80%
DK FTS	68%	8%	1%	22%
CS FTS	33%	8%	7%	52%



# Manpower...Defined

## M + 1

- Controlled/set by OPNAV N12 through NAVMAC
- Manpower Surveys & Analysis
- The true shipboard manning/workload requirement

## BA

- Controlled/set by MCA through EPMAC
- Billets bought by MCA
- Based on the percentage of billets funded by MCA
- BA currently funded at 90% of M + 1

## NMP

### Rating Inventory

- Set by MCA & EPMAC
- Based on "Current Rating Inventory.".... "Fair Share"... May be "less than or greater than BA"
- NMP rewrites - annually or on request

## COB

- Rating inventory
- influenced by accessions and retention,
- ECM - can influence COB through accessions and incentives
- Fluctuates based upon TAD, Schools, LIMDU

Manpower Requirements (M+1)

Funding GAP

Billets Authorized (BA)

INV > 100% of BA

INV < 100% of BA

Navy Manning Plan (NMP)

Perfect World  
BA=INV=NMP=COB

Current Onboard (COB)

Fluctuating Numbers....directly affected by accessions, retention and distributable inventory.

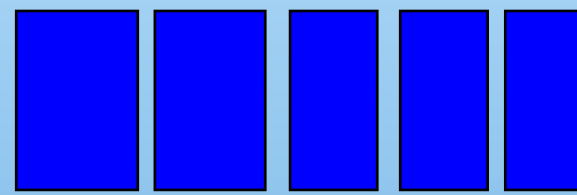
FMD

EDVR

DAILY MUSTER

# Determine Fleet RQMTs

## Assumptions Drive RQMT



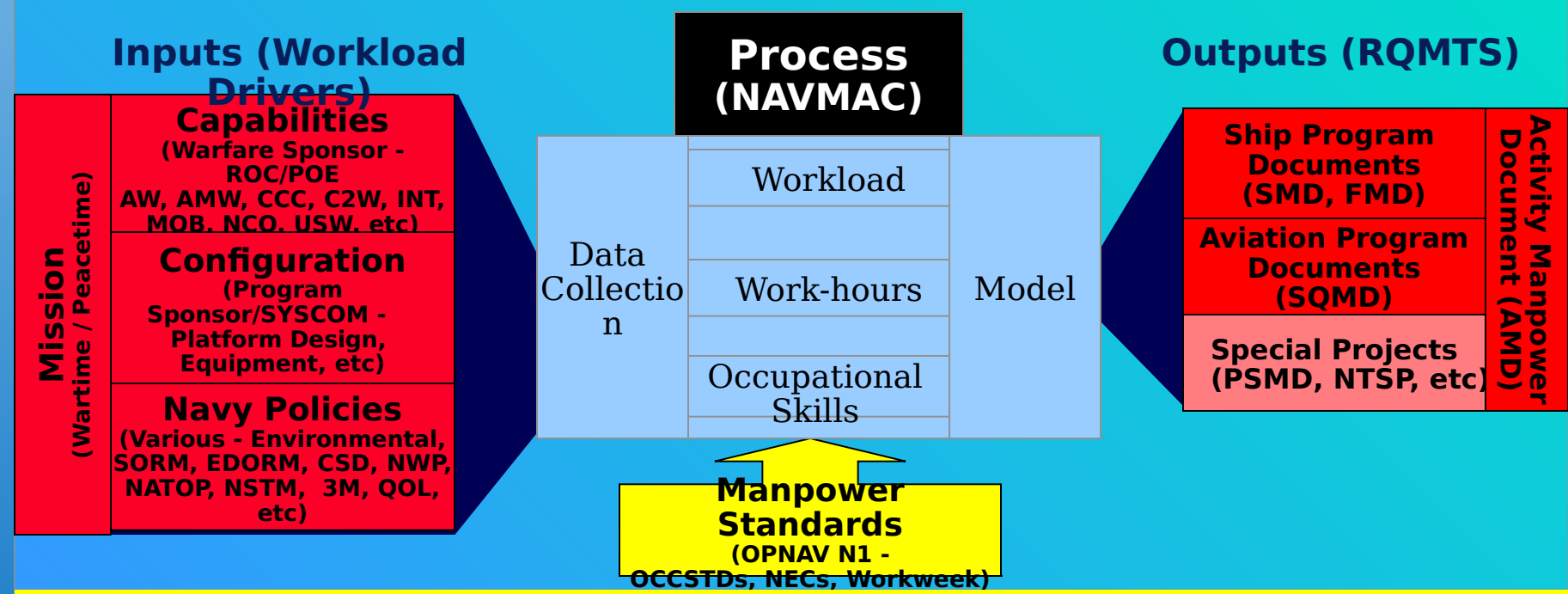
Answer

# Controls - Law of the Land

(Title 10 & DoD, SECNAV, OPNAV Instructions)

**Outcome**  
Properly Assessed  
Readiness, Mobilization  
& HR

## Fleet Manpower Requirements Determination Program (OPNAV N1)



**Processes - Readiness Reporting, Mobilization Planning & Human Resources Mgmt**

# SEA WARRIOR Surveys

**Each CS, PC, SK, and DK must complete the four online surveys located below:**

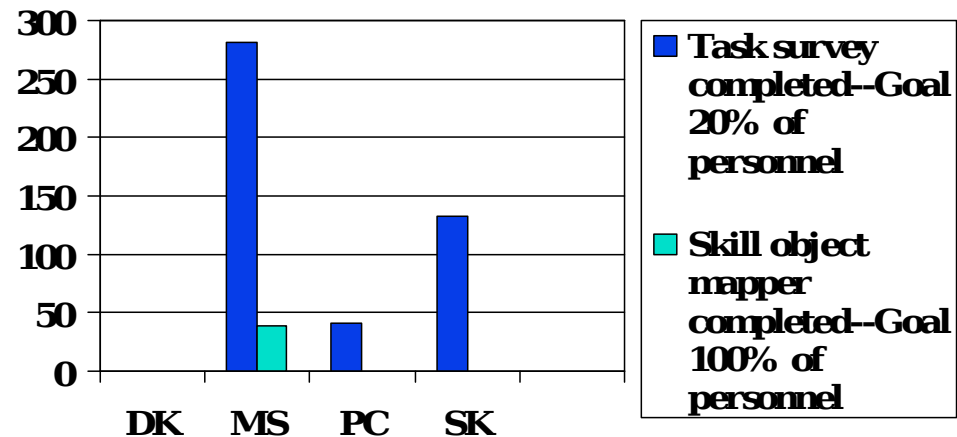
- 1. SkillObject™ Mapper survey**
- 2. Task survey**
- 3. Unique Tool Survey**
- 4. Unique Knowledge Survey**

**Go to:**

**[www.navyskills.net/surveymodule](http://www.navyskills.net/surveymodule)**

**Click On Register"; Type "2003NAVY**

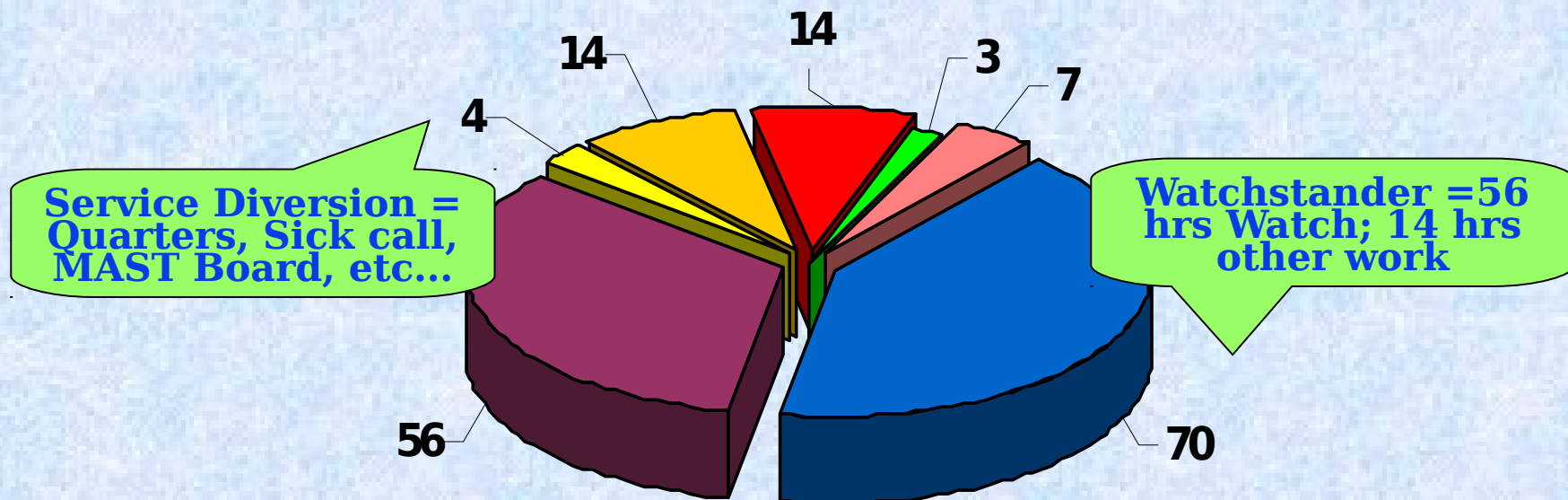
**Navy Tasks and Mapper Summary**



The Navy's workforce (INWF) survey is an effort to identify the knowledge, skills, abilities and tools required for our sailors to do their work. INWF is the backbone for consolidation for Human Resource and Training systems under Sea Warrior program.

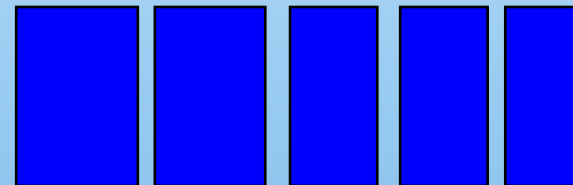
# Navy Standard Workweek "Afloat"

## Workweek = 168 Hours (OPNAVINST 1000.16J w/Ch #1)

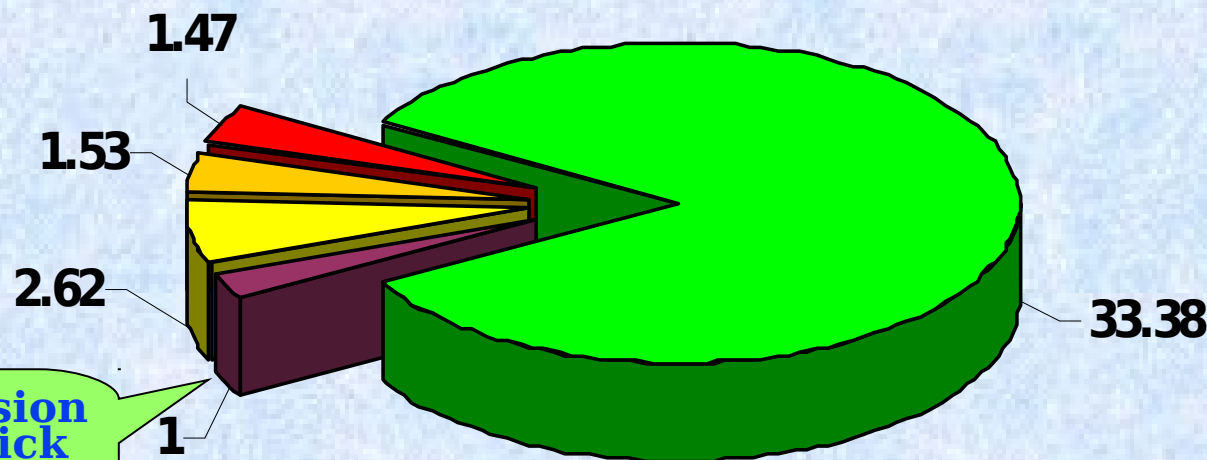


- Sleep (56)
- Personal Needs (14)
- Sunday Free (3)
- Work (70)
- Service Diversion (4)
- Messing (14)
- Training (ie. GQ not GMT) (7)

# Navy Standard Workweek "Ashore"



**Workweek = 40 Hours**  
**(OPNAVINST 1000.16j w/Ch #1)**



Service Diversion  
- Quarters, Sick  
call, MAST,  
Boards, etc...

■ Service Diversion (1)

■ Holiday (1.53)

■ Work (33.38)

■ Leave (2.62)

■ Training (ie. GQ not GMT) (1.47)





# Current Standard Navy Work Week



Category	Standard Workweek	Productive Workweek	Type Duty
Afloat - Military (determined by war time steaming requirements)	81 hours	70.00 hours	Type 2/4 - Sea
Squadron Personnel at Sea	81 hours	70.00 hours	Type 2/4 - Sea
Shore Based Deployable Squadrons	81 hours	70.00 hours	Type 2/4 - Sea
Firefighters/Other Watch- standers w/72 hour workweek	72 hours	62.10 hours	Type 1/3/6 - Shore Airfield - On Call
Ashore CONUS and OUTUS (dependents NOT authorized)	57 hours	49.60 hours	Type 3 - Overseas Shore
<b>Operational Billets (proposed)</b>	<b>50-55</b>	<b>43-48</b>	<b>Shore</b>
Ashore CONUS and OUTUS, including Shore Based squadrons (dependents authorized)	40 hours	33.38 hours	Type 1/3/6 - Shore



# Sea/Shore Rotation

## FACTS

➤ CNO Goal (E5-E9) = 36/36 per OPNAVINST 1000.16

➤ SSR Update - NAVADMIN 341/01 Dec 01

➤ Recomputed Approximately Every 18 months

➤ Formula based on ratio of Ship/Shore Billets available and 36 Month shore tour for E5 & below

➤ Sea Billets - Fixed Amount

➤ Shore Billets - Owned by Manning Control Authority (MCA) LANT/PAC/RIPERS/RESEFOR

### Shore Billets

• Additional Shore Billets must be funded through MCAs

• Outsourcing = Direct Loss of Shore Billets and increase in SSR

### Other Guidelines....

- SSR Lengths in 3 month multiples
- SSR Increases kept to 3-6 month increments
- SSR Rating groups (E5/E6 & E7-E9)- when possible
- SSR decreases at higher grades - when possible
- Sea tours NTE 60 months, regardless of computed SSR

**(# Sea Billets) Divided by (#Shore Billets) Times (36)**  
***Equals* (# Months at Sea)**

**Example #1 (DK2)**

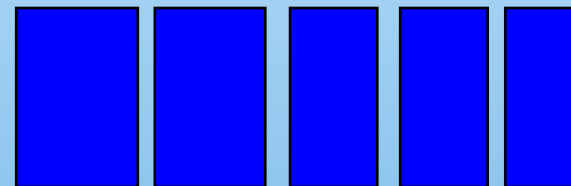
**$306/215 = 1.42$  (S/S Ratio) \* 36 (Shore Tour) = 51 month sea tour**




➤ **Example #2 (SH3)**

**$678/96 = 7.06$  (S/S Ratio) \* 36 (Shore Tour) = 254 month sea tour**

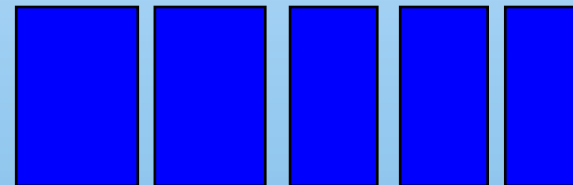


# Grading Criteria

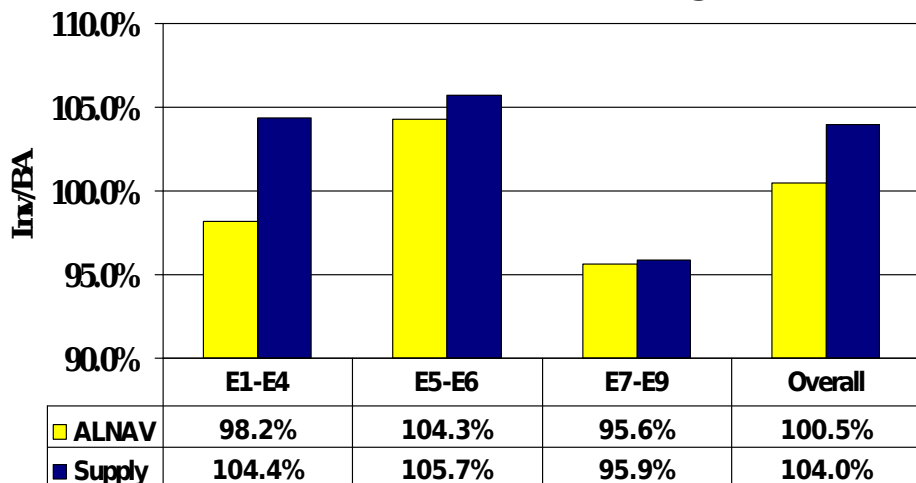


Category			
<b>Manning</b>	<89%	90% - 94%	95% & Above
<b>Recruiting</b> Pct of Goal	<89%	90% - 94%	95% & Above
<b>Advancements</b> Verses TAFMS ALNAV Flow Pts	>18 Months	7-17 Months	≤6 Months
<b>Shore Billet Quality</b> Pct In Rate Shore Billets	<74%	75% - 84%	85% & Above
<b>Sea Shore Rotation</b> (E5 - E9)	>48 Months	42-48 Months	36-39 Months
<b>Reenlistments</b> Pct Difference vs Goal	>10%	6-10%	≤ 5%
<b>Attrition (Zone A)</b> (Zones B & C)	>10% (>5%)	6-10% (3-5%)	≤ 5% (≤ 2%)
<b>SRB</b>	NAVADMIN published annually with current rates and zones. <i>Latest: NAVADMIN 159/03 (June 03)</i>		
<b>EB/NCF/LRP</b>	Used as recruiting tool to attain assessment goals in specific ratings. <i>Latest: EB GENADMIN 022039Z Oct 03 / NCF-LRP DTG282149Z Feb 03</i>		
<b>Sea/Shore Rotation</b>	Based on Ratio of Sea to Shore Billets. Updated every 18 months. <i>Latest: NAVADMIN 341/01 (Dec 01)</i>		
<b>Striker/Entry Opportunity</b>	Obtained from Career Reenlistment Objectives (CREO)/Rating Entry for General Apprentices (REGO) NAVADMIN <i>Latest: NAVADMIN 317/03 (Dec 03)</i>		
<b>Priority Rating</b>	Priority Ratings list is the CNRC "Hot List" of critically undermanned ratings as determined by OPNAV N1.		
<b>Perform to Serve (PTS)</b>	A Force shaping tool by leveling rating manning from overmanned to undermanned rates. <i>Latest: NAVADMIN 316/03 DTG101135Z (Dec 03)</i>		

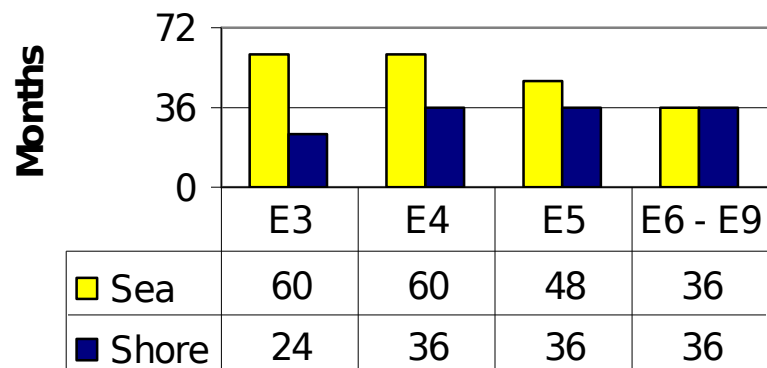
# ALNAV Profile



## ALNAV (BA) Manning



## ALNAV Sea/Shore Rotation



## ALNAV Overall

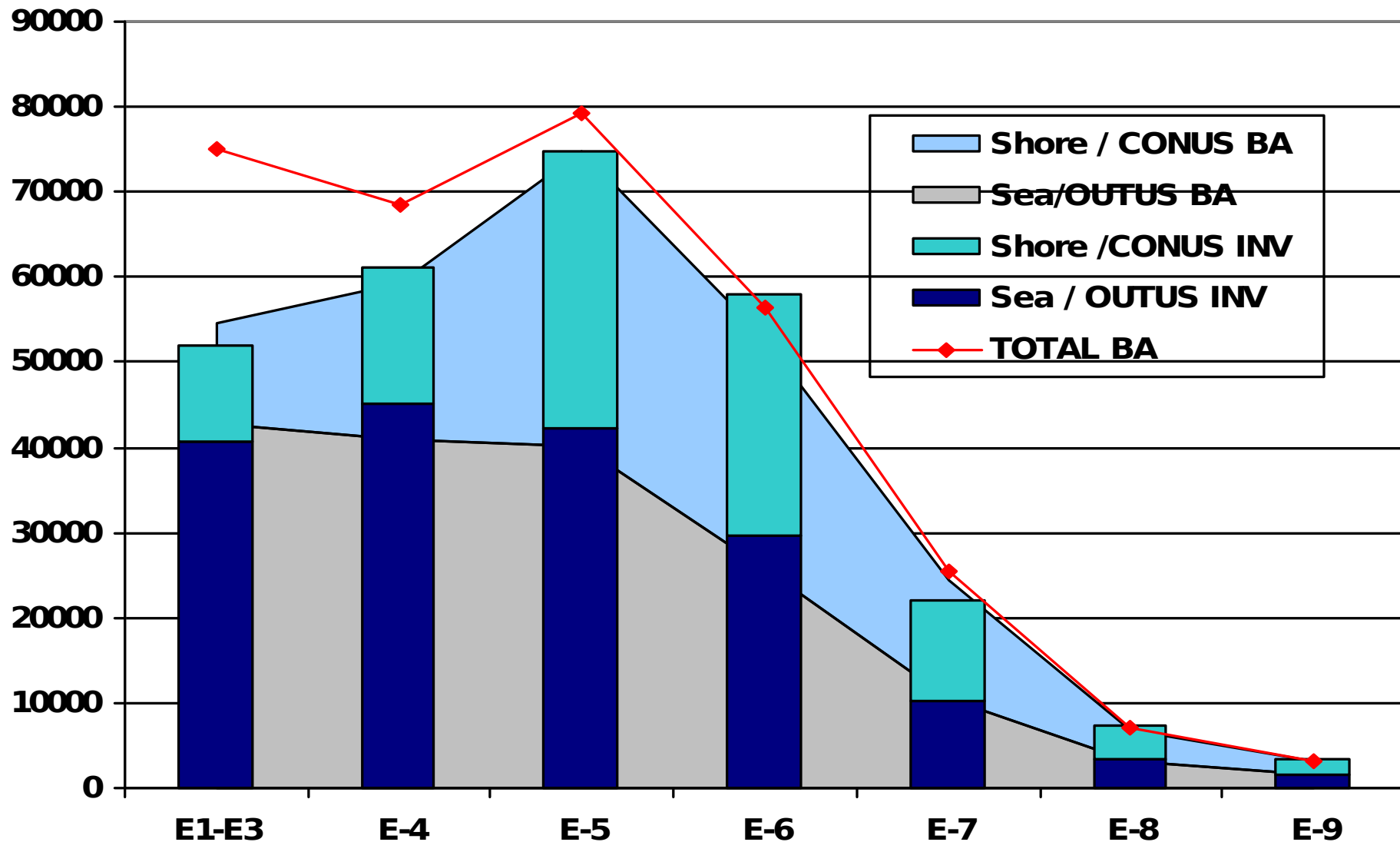
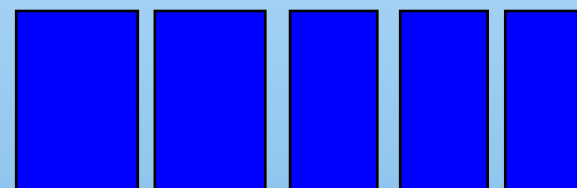


Category	E1-E4	E5-E6	E7- E9	Overall
Manning (Inv/BA)				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				

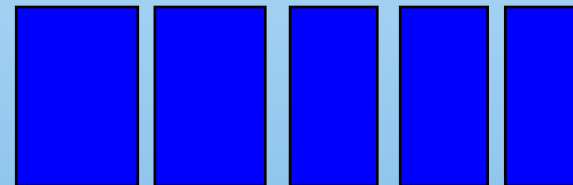




# ALNAV Billet Analysis



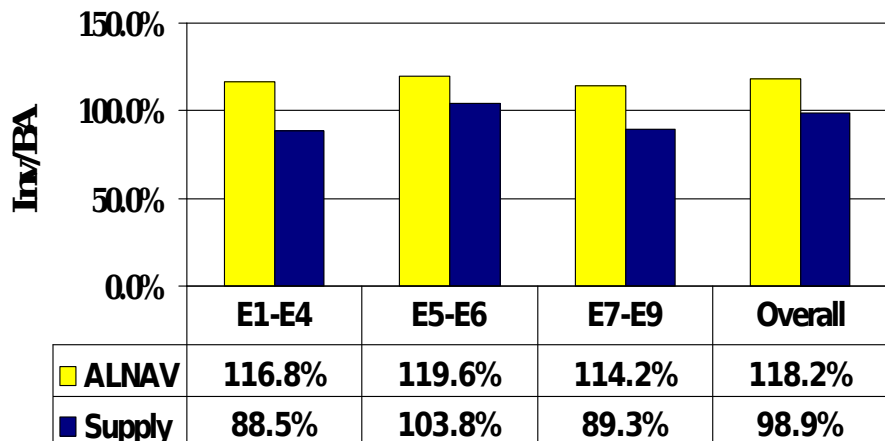
# ALNAV FTS (TAR) Profile



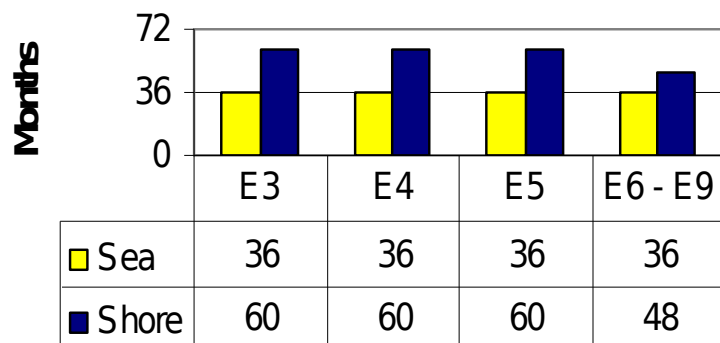
## ALNAV TAR Overall



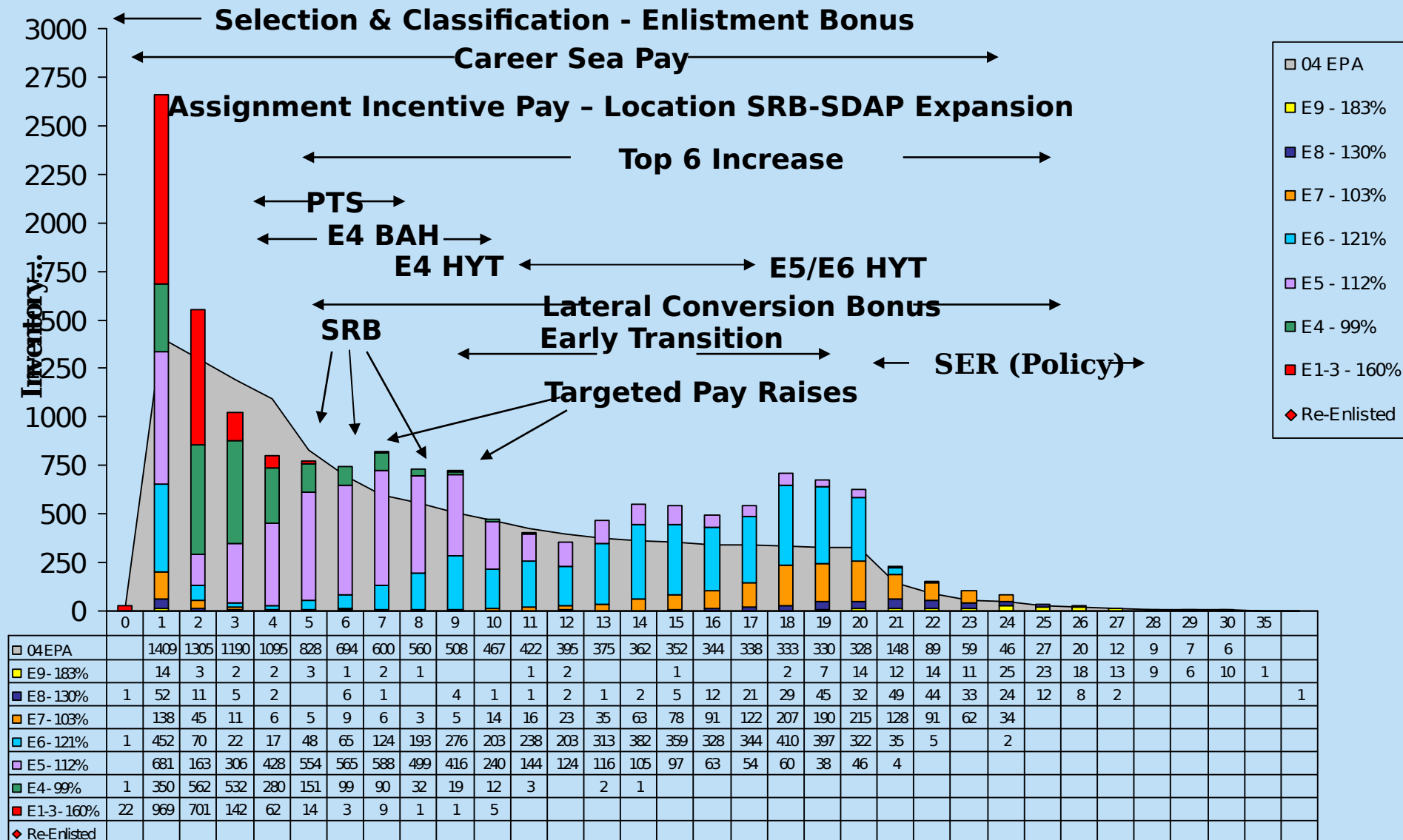
ALNAV TAR (BA) TAR Manning



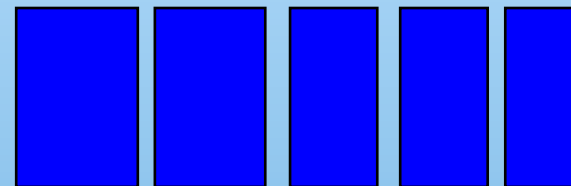
ALNAV TAR Sea/Shore Rotation



Category	E1-E4	E5-E6	E7- E9	Overall
Manning (Inv/BA)				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				



# People Metrics - Enlisted (May 2004 Data)

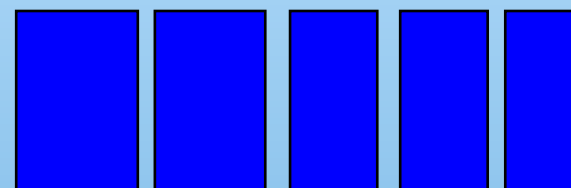


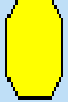

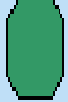
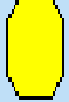






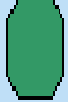




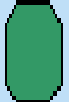








Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS								
CS (SS)								
DK								
PC								
SH								
SK								
SK (SS)								

# People Metrics - FTS

## Enlisted

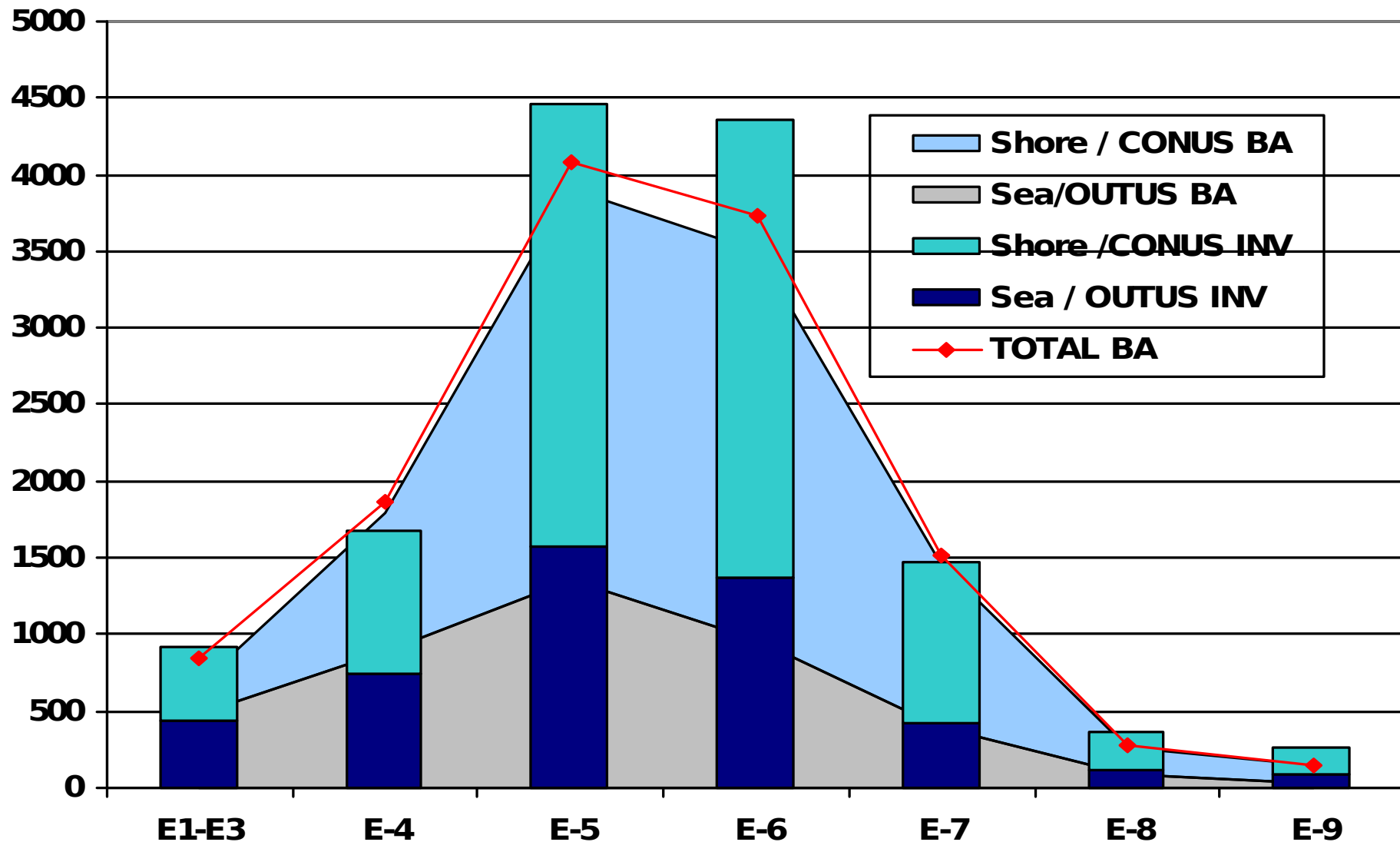
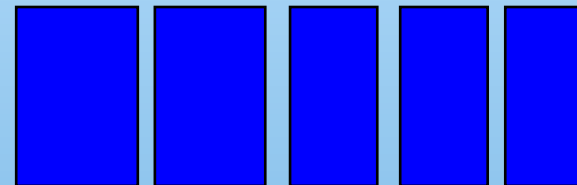
(May 2004 Data)



Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS FTS								
DK FTS								
SK FTS								



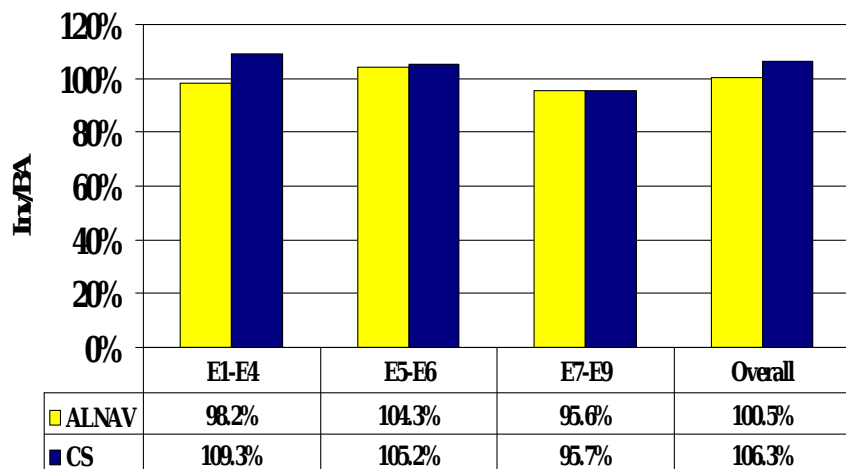
# ALNAV FTS (TAR) Billet Analysis



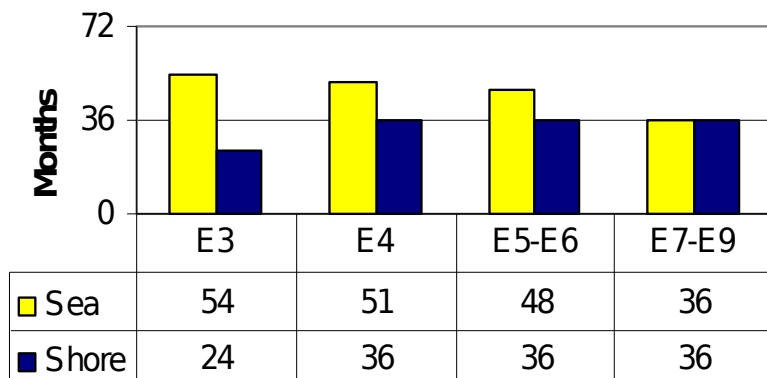
# CS Rating Profile



## CS BA Manning




















## CS Sea/Shore Rotation










## Overall Rating Grade

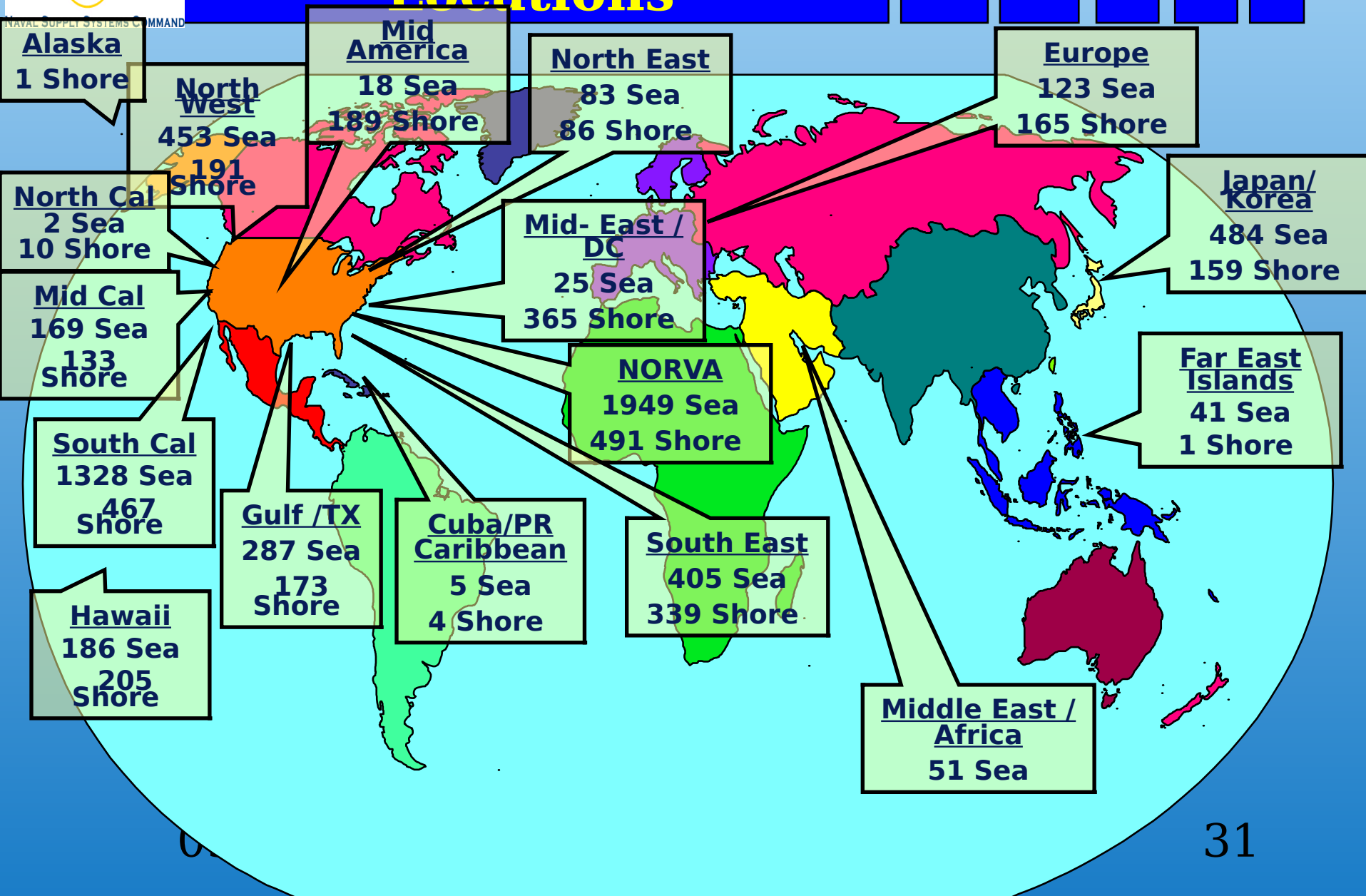


Category	E1-E4	E5-E6	E7-E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				

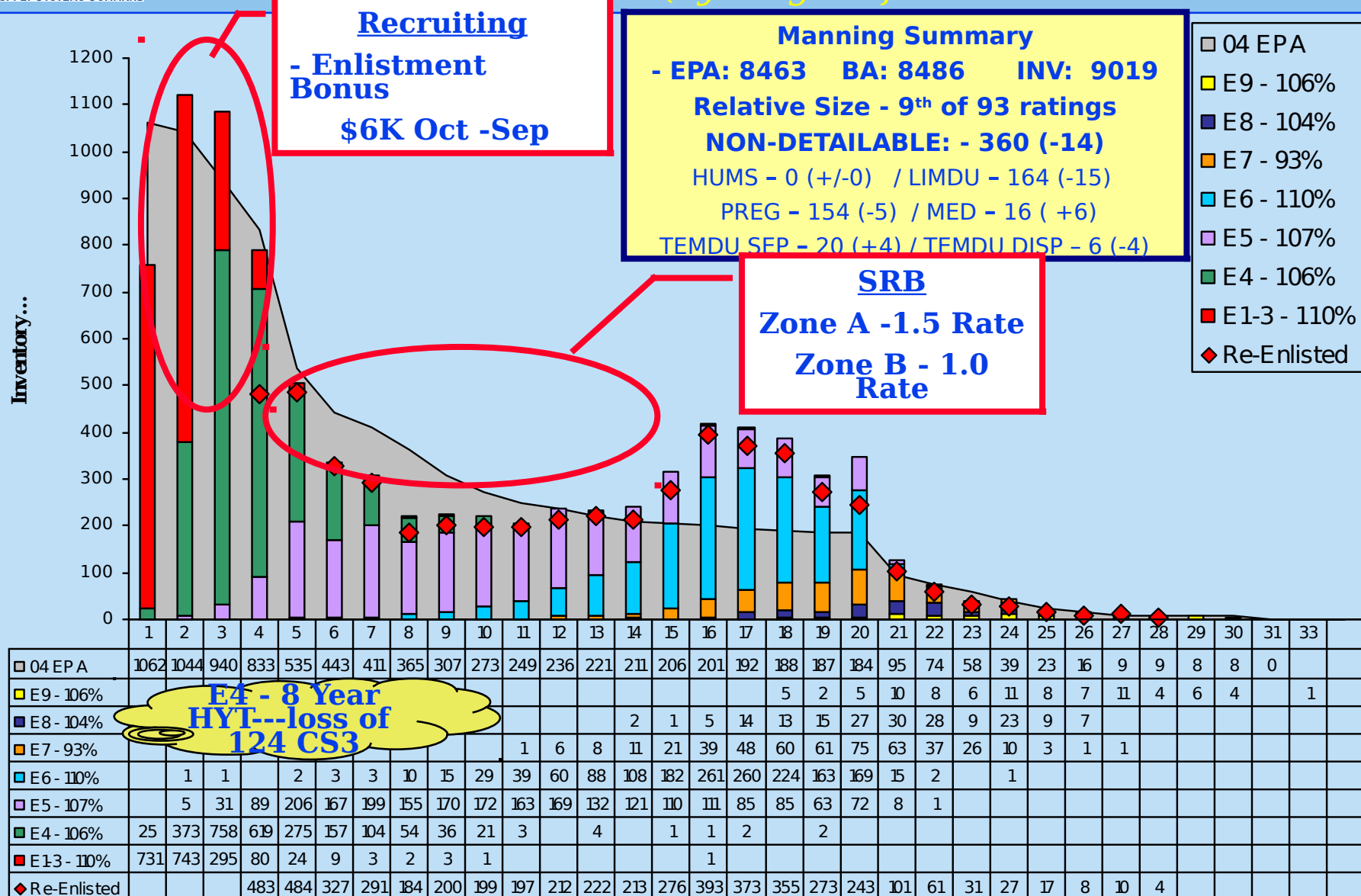
	Yes	No	
SRB			
EB			
Priority Rating			
Striker/Entry Opportunity	Open		
Perform to Serve (PTS)			
			<div> <b>SRB</b>            Zone A - 1.5            Zone B - 1.0         </div> <div> <b>EB</b>            Oct -Sep - \$6K         </div> <div> <b>CNRC Priority</b> </div>

# CS(SW) Billet Locations

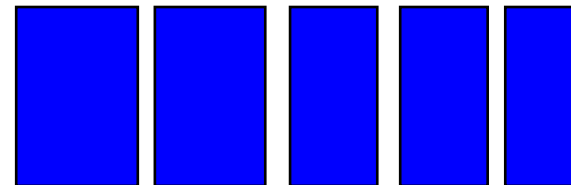


# CS Inventory Distribution

(by length of



# CS Rating Sea/Shore Population and Rotation



Sea & Shore  
INV / Sea  
& Shore BA  
(Minus IA  
Account)

**Total Inventory -  
9,019**

**Sea - 5,243**

**Shore - 3,260**

**Initial Students - 265**

**Other Students /TPPH -  
251**

**Flow-  
Points**

**20.3 YOS**

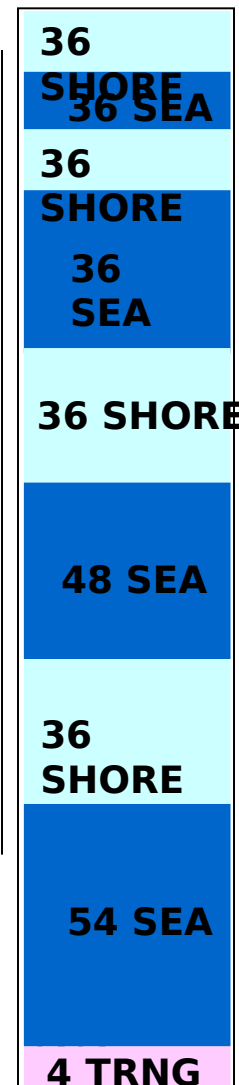
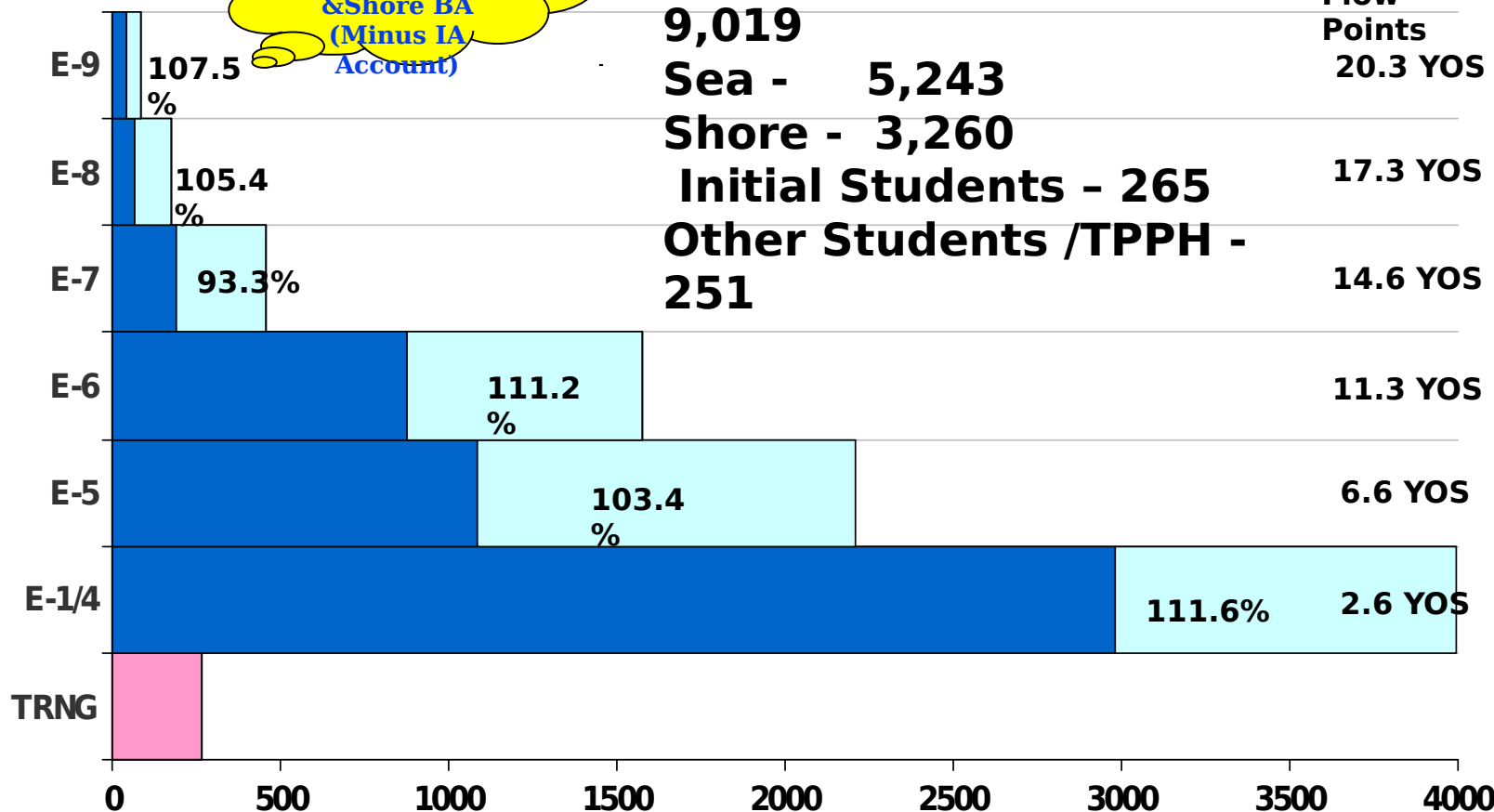
**17.3 YOS**

**14.6 YOS**

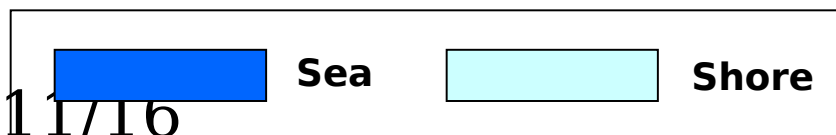
**11.3 YOS**

**6.6 YOS**

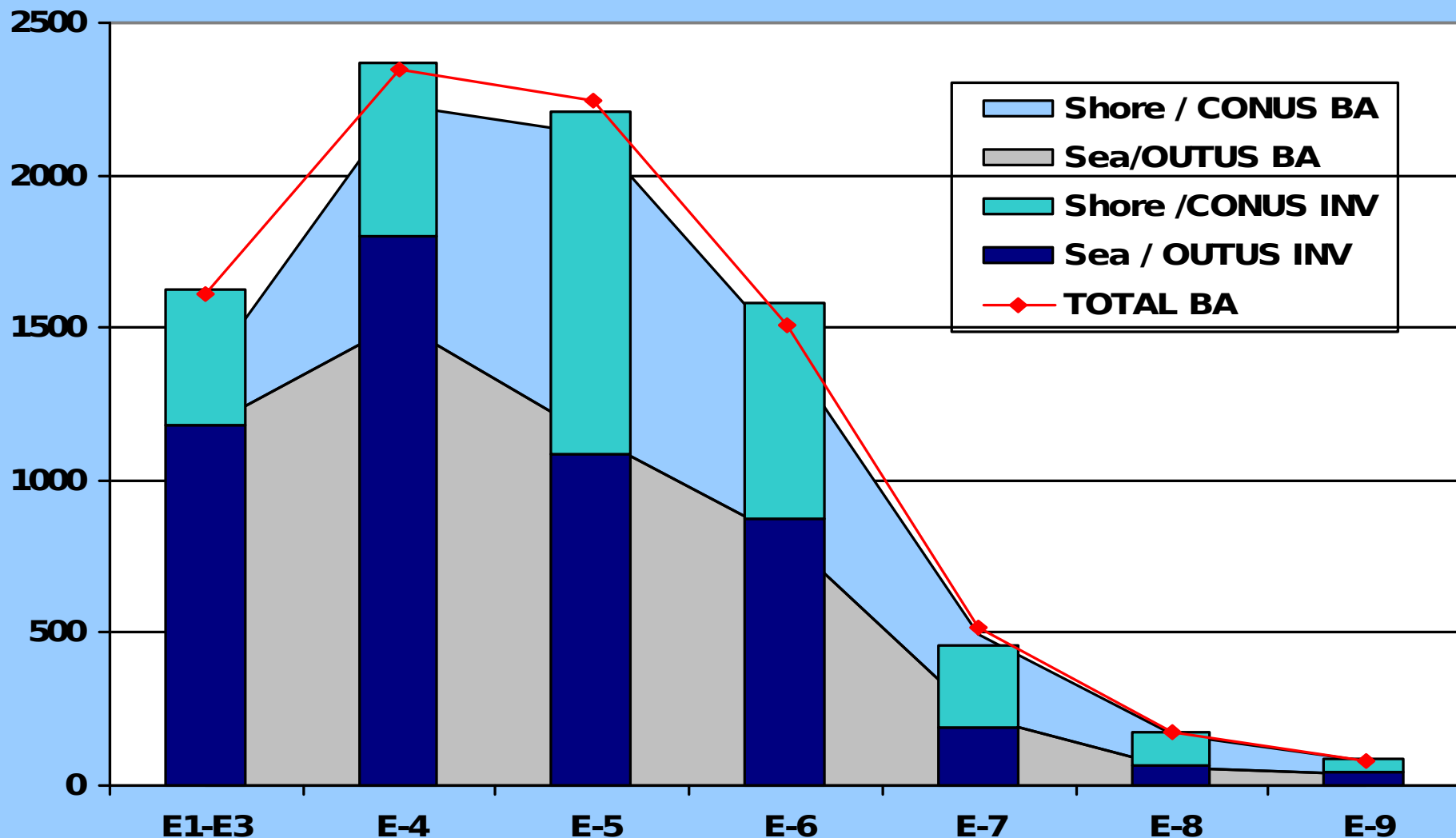
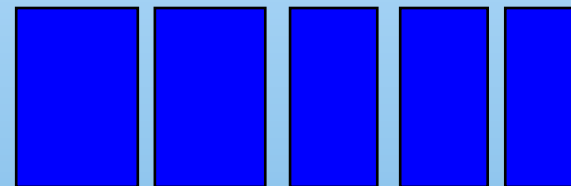
**2.6 YOS**



09/11/16

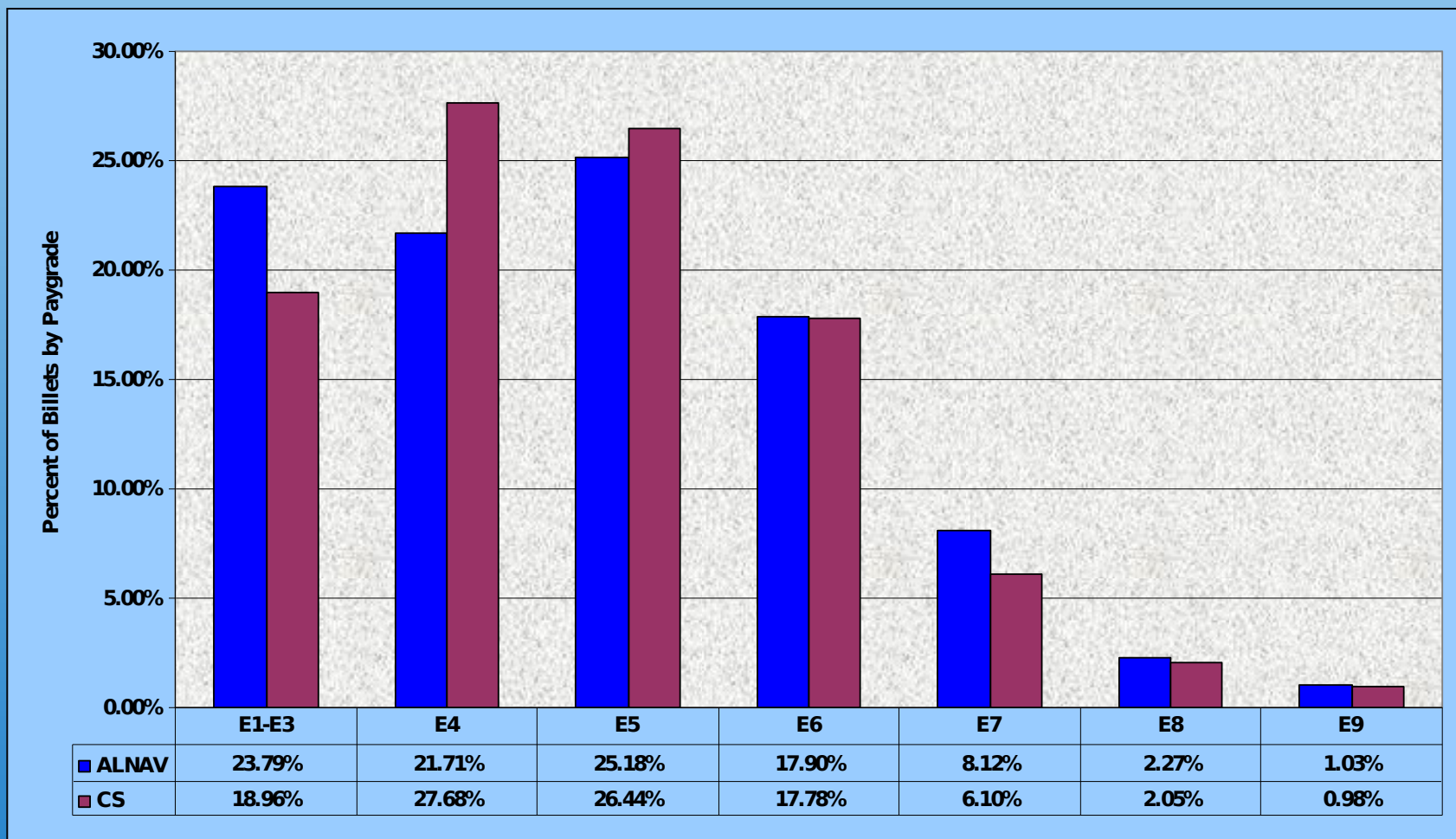
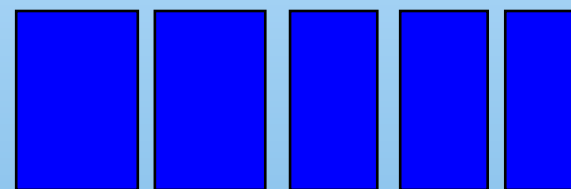


# CS Rating Billet Analysis





# CS Paygrade Distribution (Billet Pyramid/Diamond)

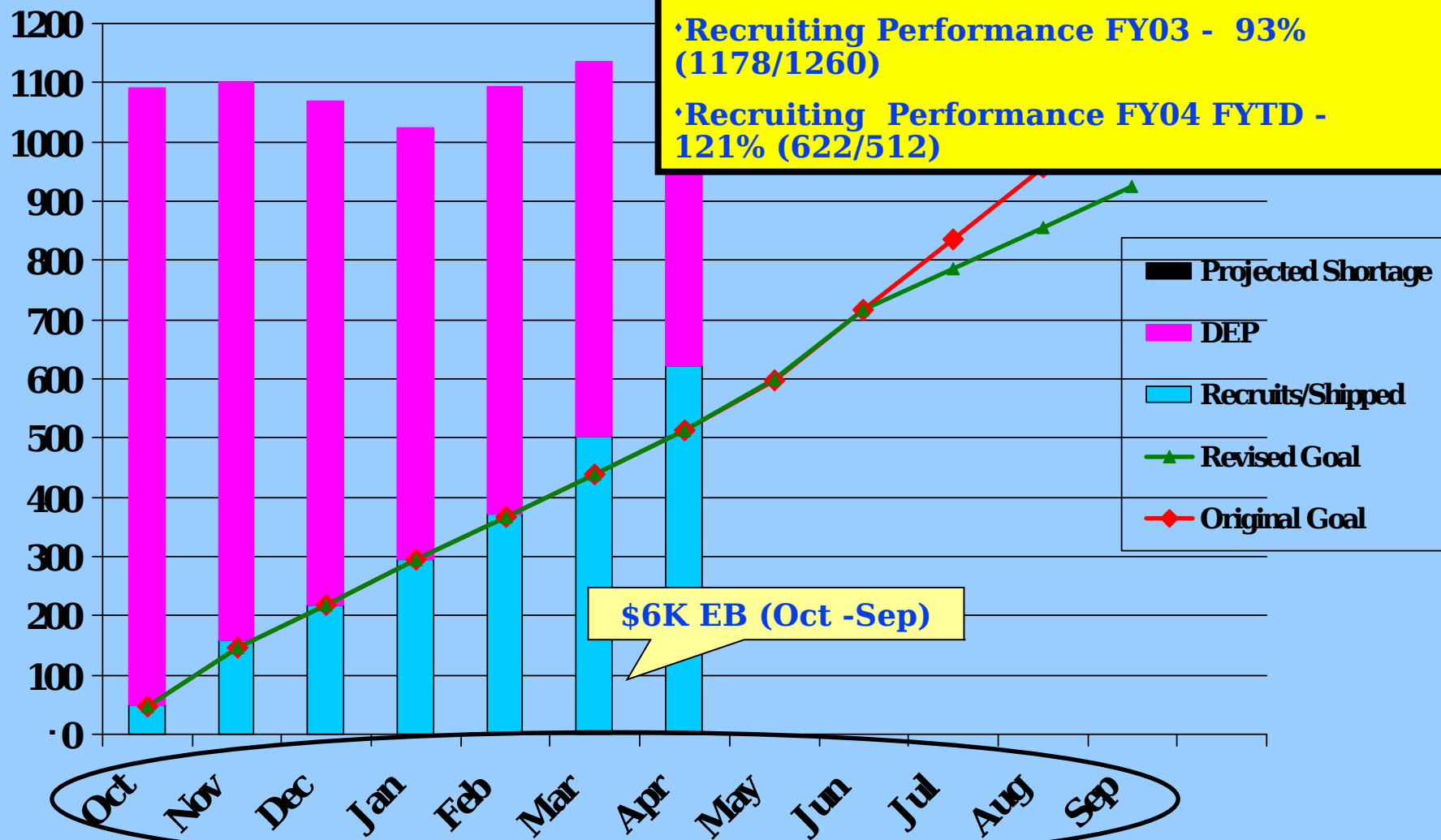


# CS Recruiting

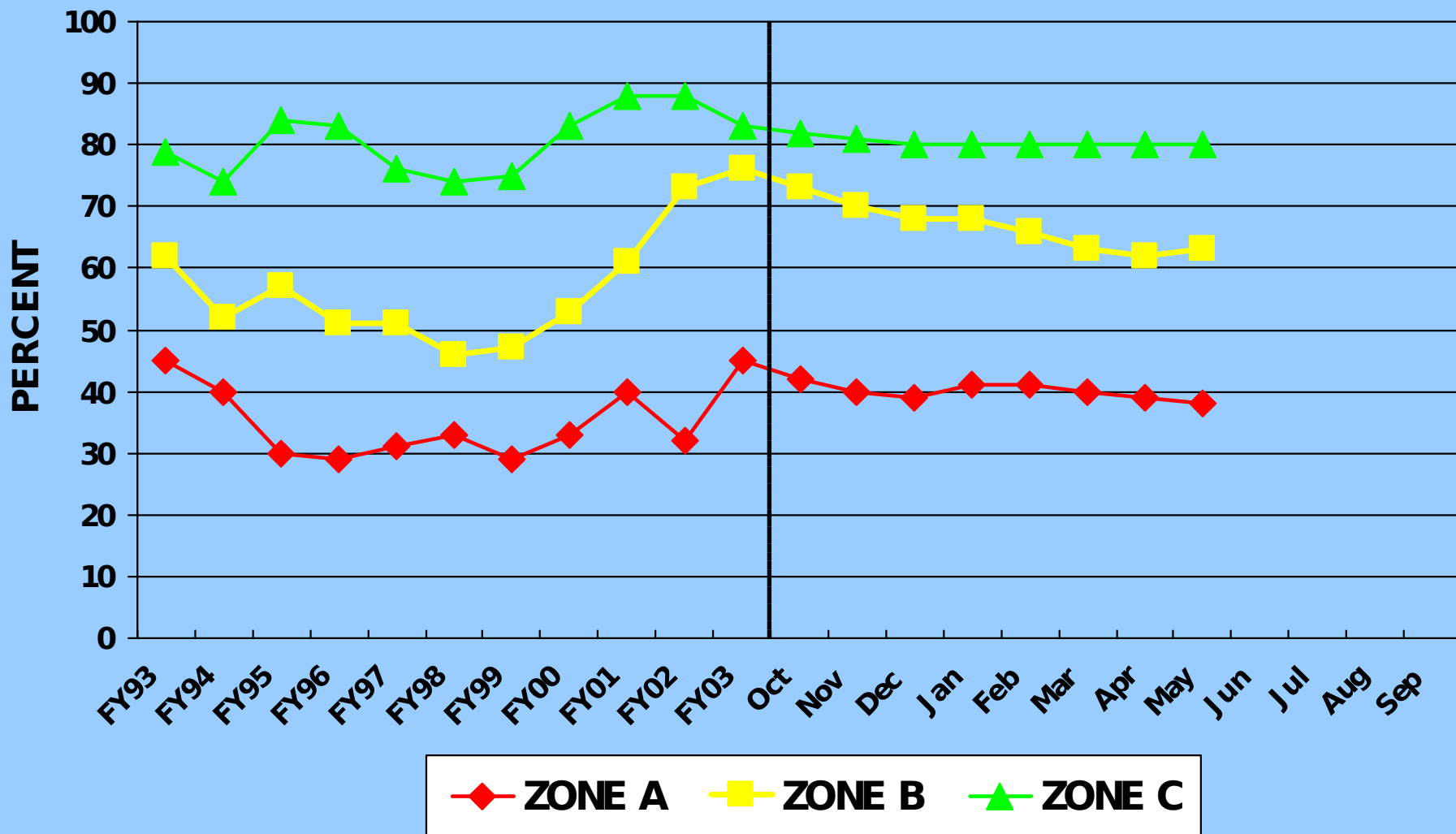
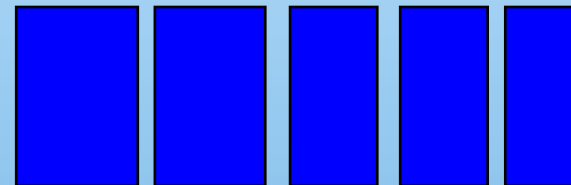
•Recruiting Performance FY02 - 87%  
(1351/1550)

•Recruiting Performance FY03 - 93%  
(1178/1260)

•Recruiting Performance FY04 FYTD -  
121% (622/512)



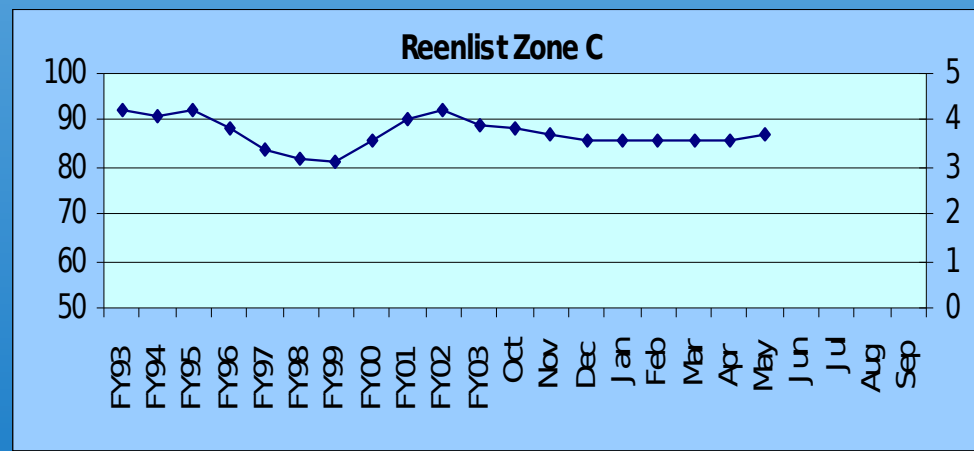
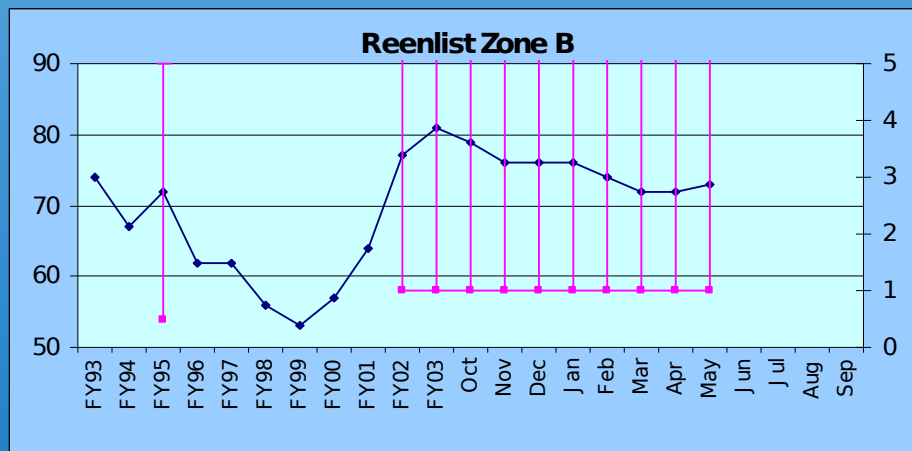
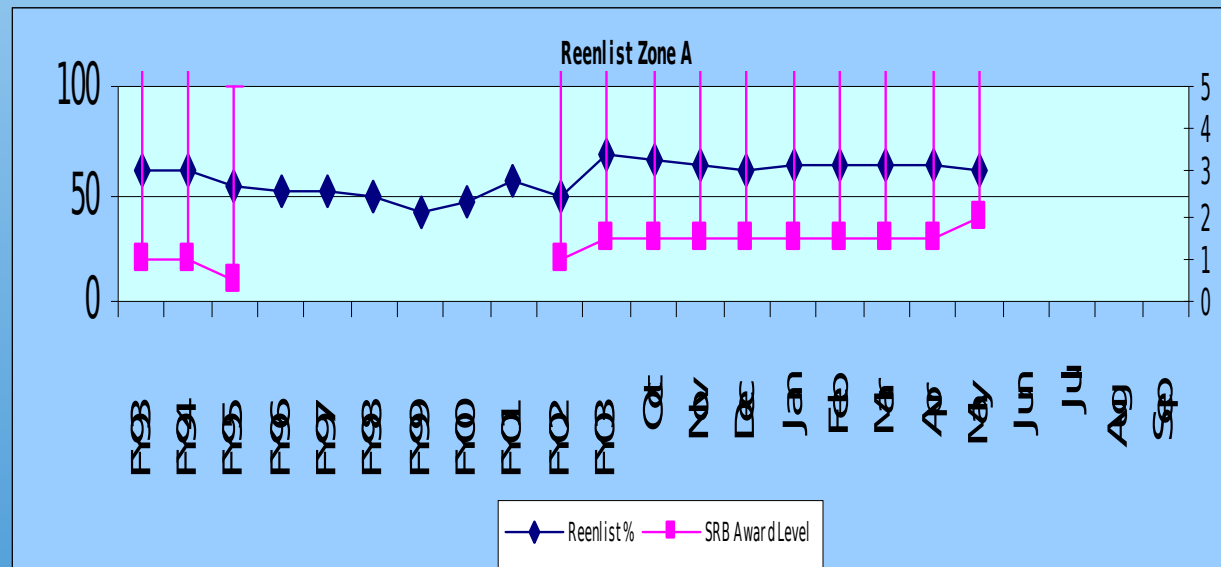
# CS Rating Retention Rates



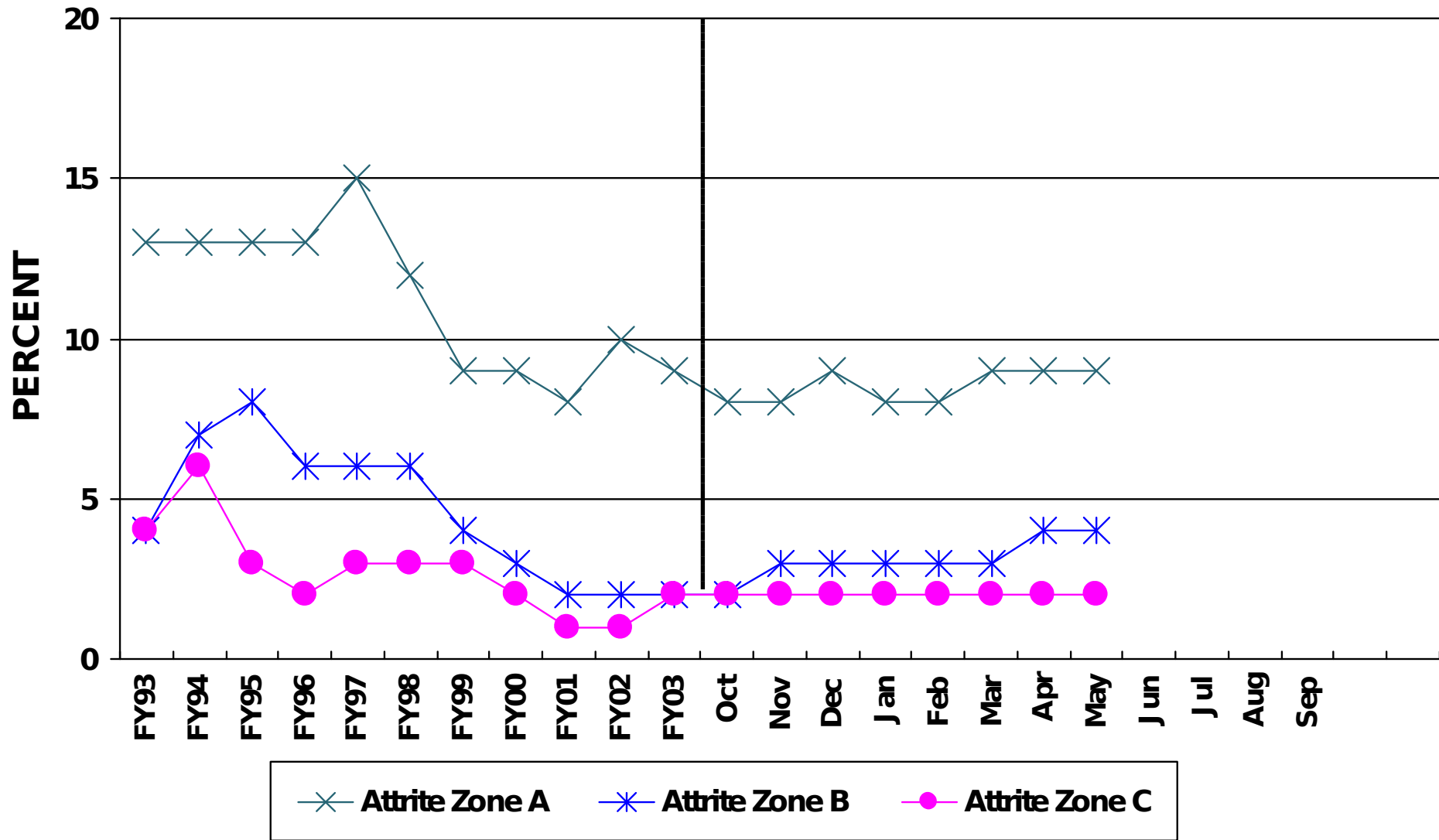
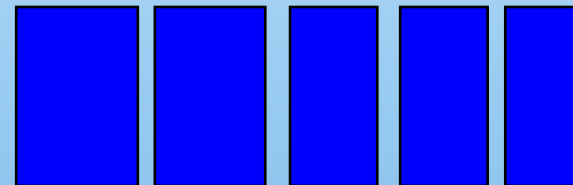
# CS Rating

## Reenlistments Compared With SRB Levels (History)

• SRB = Highest Level At Year Established

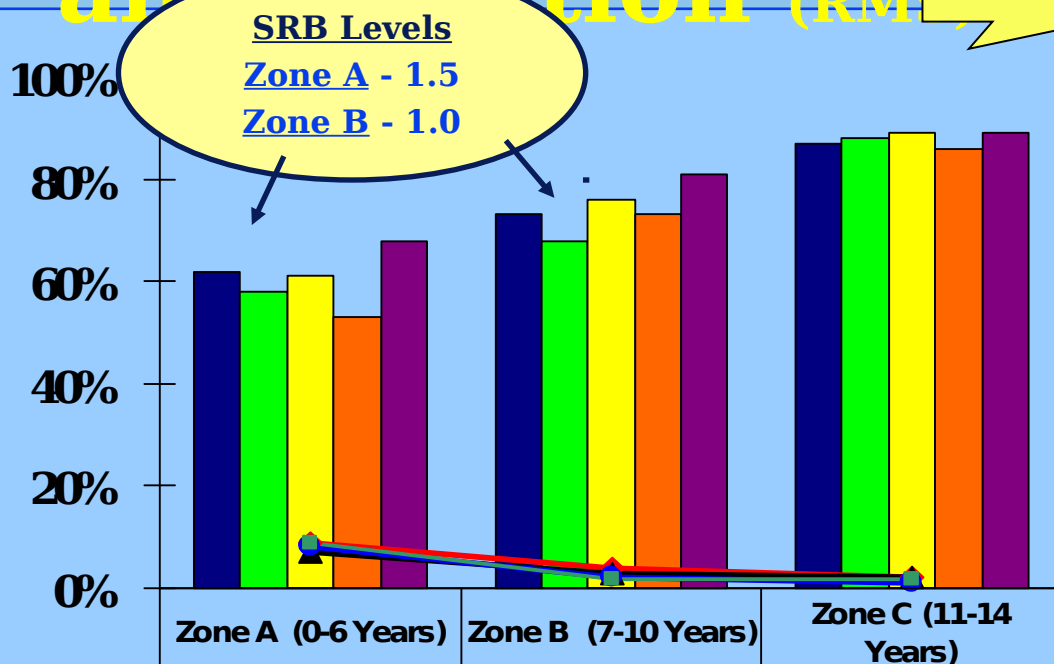


# CS Rating Attrition (History)



# CS Reenlistments and Attrition (RM)

Period of Report...  
1 May 03 to 31 May 04



## FY 02 Attrition Facts (Zone A)

**CS** 1) Drug Abuse - 3.47%  
**9.55%** 2) Misconduct - 2.28%  
1.05% 3) Personality Disorder -

**Supply:** 1) Drug Abuse - 2.11%  
**6.56%** 2) Misconduct - 1.26%  
0.43% 3) Medical/Disability -

**ALNAV:** 1) Drug Abuse - 2.19%  
**9.0%** 2) Fraud/Erroneous Entry -  
1.69% 3) Misconduct - 1.54%

## A)

**CS:** 1) Drug Abuse - 11.45%  
**8.32%** 2) Misconduct - 6.09%  
5.36% 3) Personality Disorder -

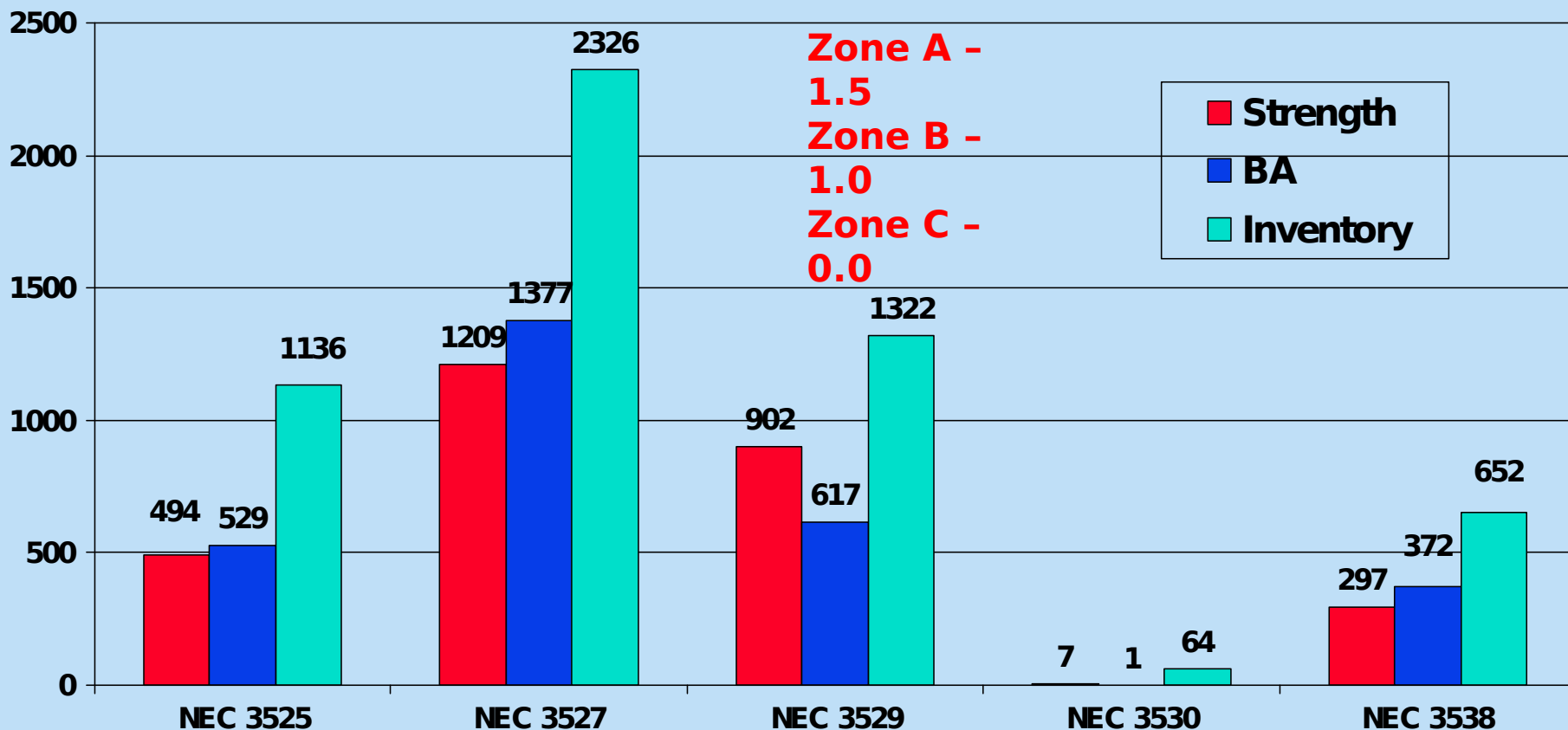
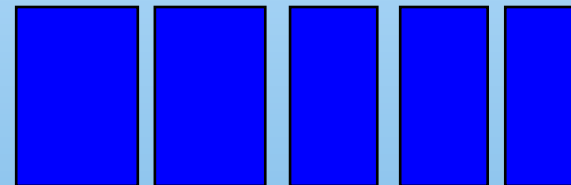
**Supply:** 1) Drug Abuse - 2.04%  
**6.97%** 2) Misconduct - 1.18%  
1.10% 3) Personality Disability -

**ALNAV:** 1) Drug Abuse - 1.70%  
**8.3%** 2) Fraud/Erroneous Entry  
- 1.50% 3) Misconduct - 1.30 %

318 sailors lost



# CS Rating NEC Manning and SRB Rates



**3525 - Private Mess Specialist  
Specialist**

**3527 - Culinary Specialist  
Specialist**

**3529 - Wardroom/Galley Supervisor**

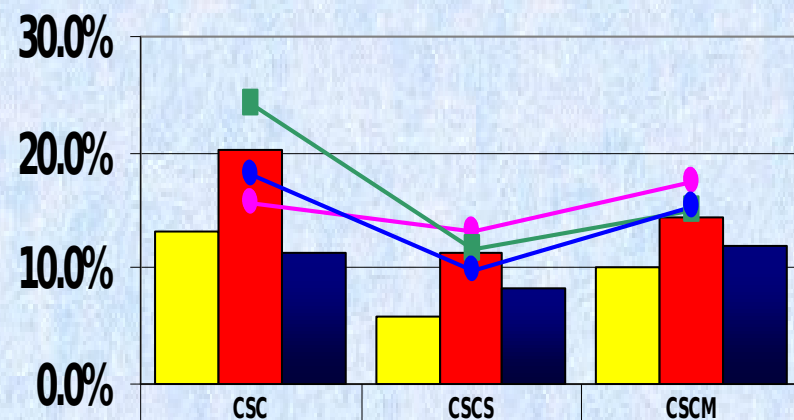
**3530 - Enlisted Aide**

**3538 - Bachelor Quarter**

# CS Advancement

Flow Points (Years)	CS3	ALNAV	CS2	ALNAV	CS1	ALNAV	CSC	ALNAV	CSCS	ALNAV	CSCM	ALNAV
TIG	22	13	48	25	53	54	43	56	35	58	41	46
TAFMS	26	24	66	45	113	104	146	149	173	184	203	202

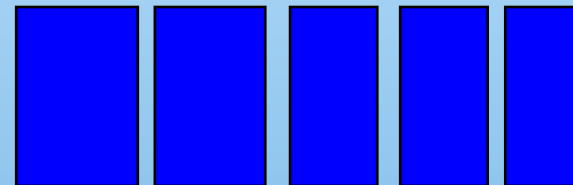
## CS Advancement E7-E9



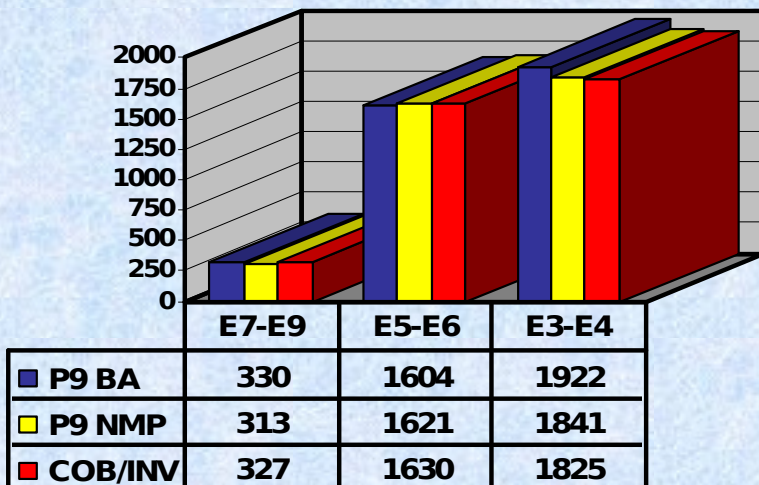
	CSC	CSCS	CSCM
FY 02	13.3%	5.9%	10.0%
FY 03	20.3%	11.3%	14.3%
FY 04	11.3%	8.3%	11.8%
14 Yr CS Avg	15.7%	13.2%	17.6%
ALNAV FY04	24.2%	11.7%	15.0%
14 Yr ALNAV AVG	18.2%	9.9%	15.3%

09/11/16

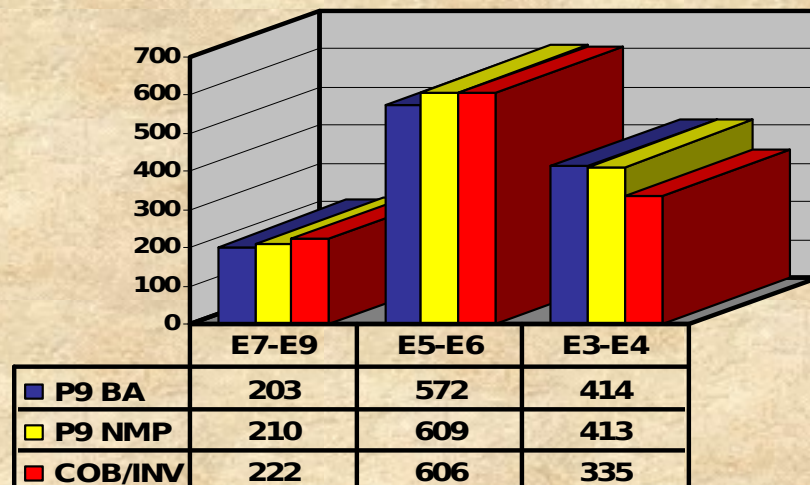
# CS MCA Manning Profile



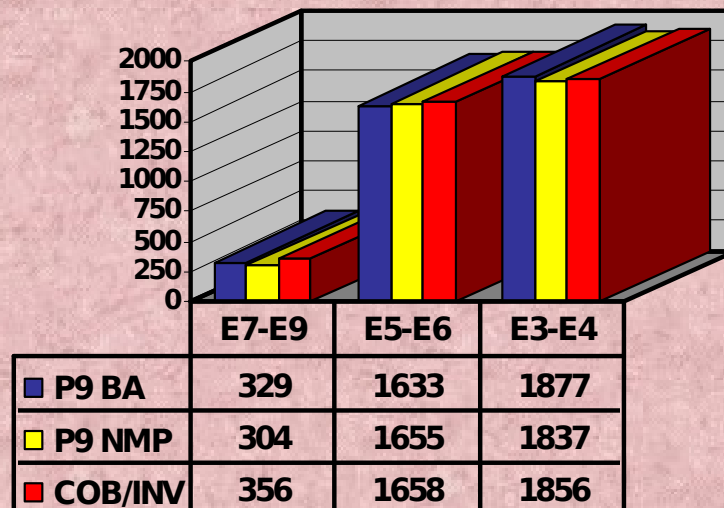
**MCA - LANTFLT**



**MCA - BUPERS**



**MCA - PACFLT**



09/11

43

# CS Billet Breakdown

## Actual Sailors Serving Out of Rate

Recruiting - 95 (-3)  
(-2)

Instructor - 3

Security - 90 (+16)  
1)

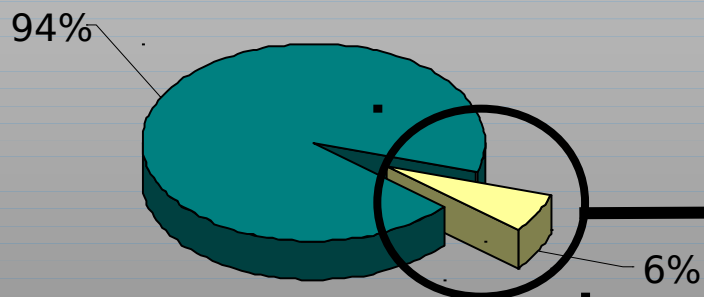
RDC - 37 (-

General - 23 (+4)

**Total: 248 (+14) people serving in 192 billets**

### CS Shore Billets

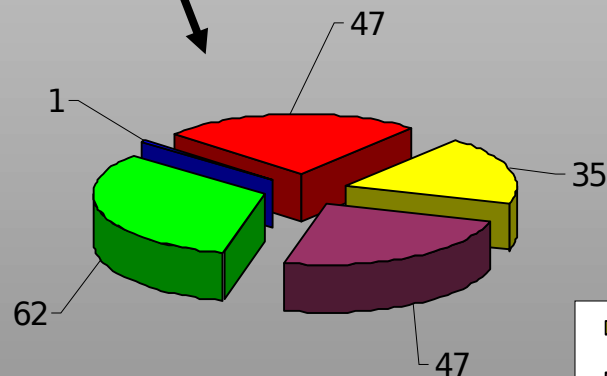
In Rate vs Out of Rate



■ In Rate  
■ Out of Rate

### CS Shore Billets

Out of Rate



■ Recruiting  
■ Instructor  
■ General  
■ RDC  
■ Security

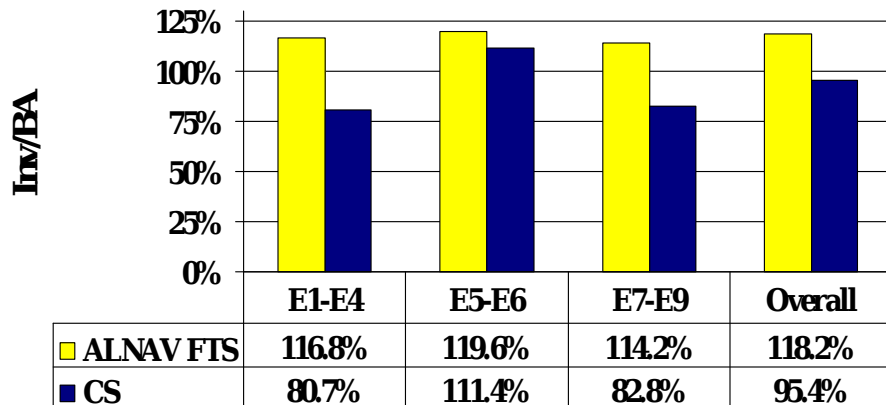
# CS FTS Rating Profile



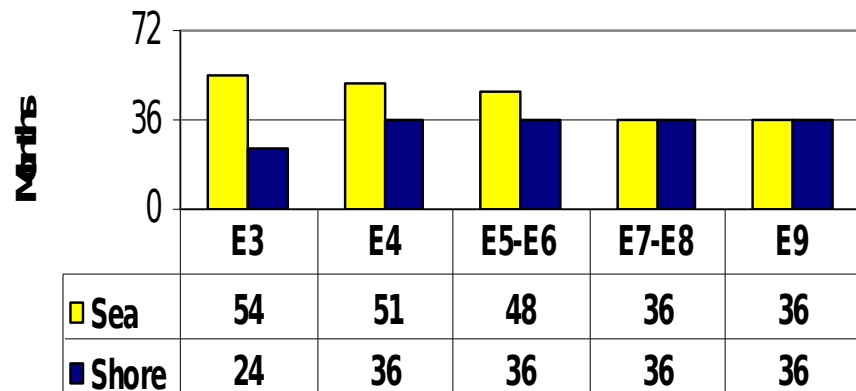
## Overall FTS Rating Grade



CS FTS (BA) Manning



CS FTS Sea/Shore Rotation



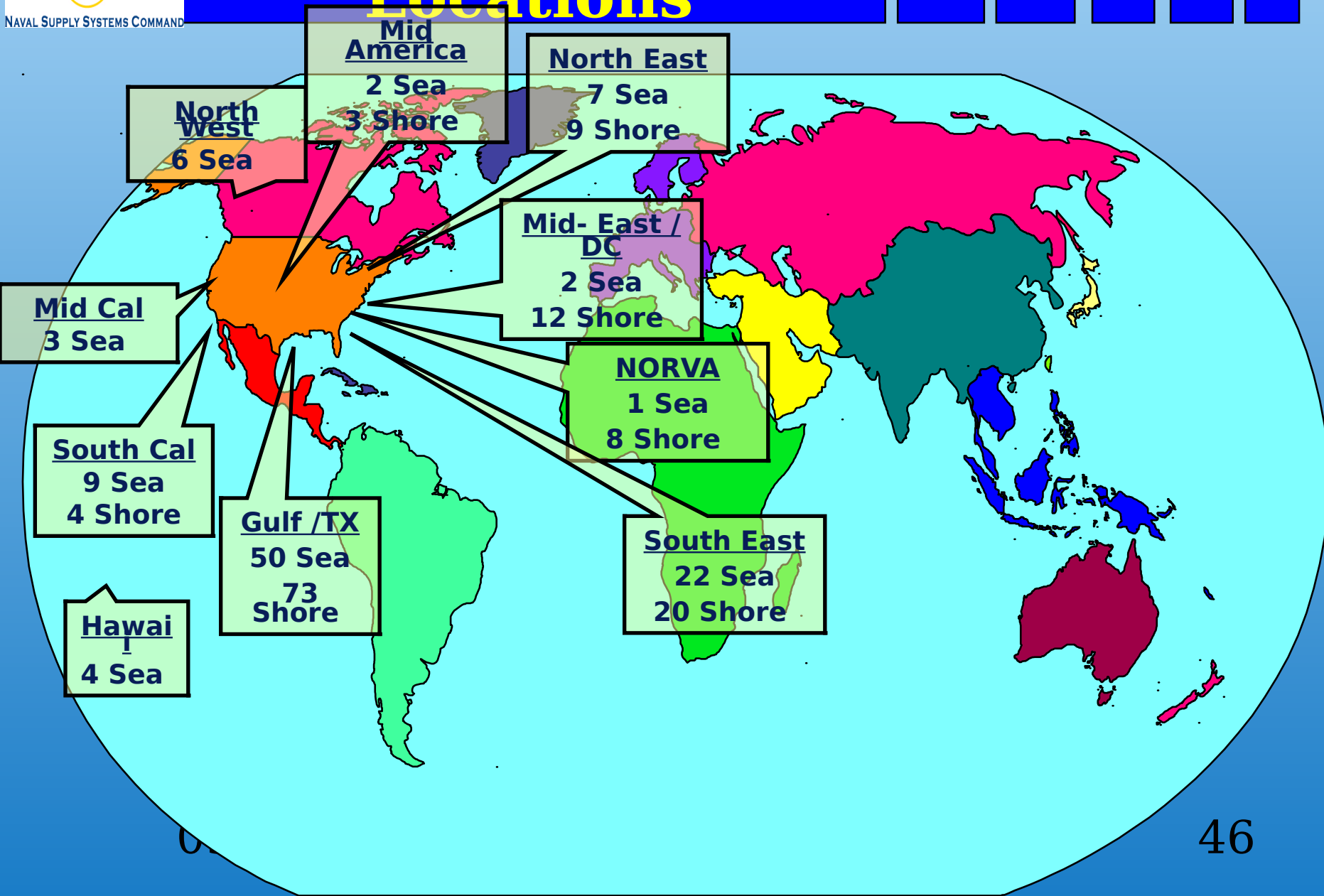
Category	E1-E4	E5-E6	E7-E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

	Zone A	Zone B	Zone C	Overall
Reenlistment				
Attrition				

	Yes	No
SRB		✓
EB		✓
Priority Rating	✓	
Striker/Entry Opportunity	Open	
Perform To Serve (PTS)		✓

**CNRC Priority**

# CS FTS Billet Locations



# CS FTS Inventory Distribution

(by length of service)

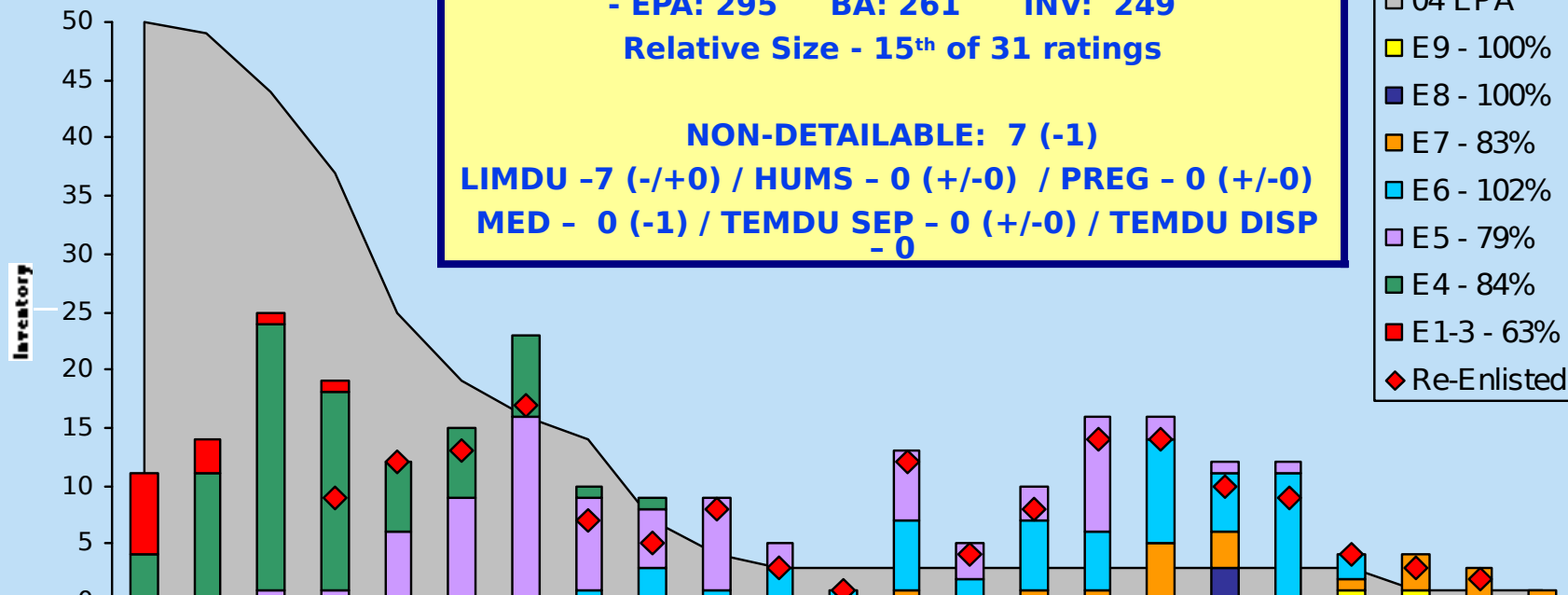
(by length of service)

## FTS Manning Summary

- EPA: 295 BA: 261 INV: 249  
Relative Size - 15<sup>th</sup> of 31 ratings

NON-DETAILEABLE: 7 (-1)

LIMDU -7 (-/+0) / HUMS - 0 (+/-0) / PREG - 0 (+/-0)  
MED - 0 (-1) / TEMDU SEP - 0 (+/-0) / TEMDU DISP - 0

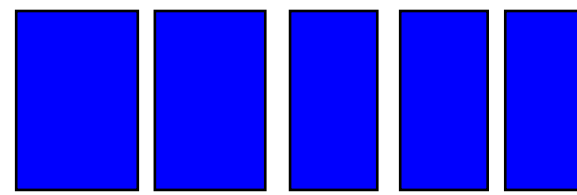


	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
04EPA	50	49	44	37	25	19	16	14	7	4	3	3	3	3	3	3	3	3	3	3	1	1	1
E9 - 100%																				1	1		
E8 - 100%																		3					
E7 - 83%													1		1	1	5	3		1	3	3	1
E6 - 102%								1	3	1	3	1	6	2	6	5	9	5	11	2			
E5 - 79%			1	1	6	9	16	8	5	8	2		6	3	3	10	2	1	1				
E4 - 84%	4	11	23	17	6	6	7	1	1														
E1-3 - 63%	7	3	1	1																			
Re-Enlisted				9	12	13	17	7	5	8	3	1	12	4	8	14	14	10	9	4	3	2	

E4 - 8 Year  
HYT---loss of  
2 CS3



# CS FTS Rating Sea/Shore Population and Rotation



Sea/Shore INV /  
Sea/Shore BA  
(Minus IA  
Account)

**Total Inventory - 249**

**Sea - 109**

**Shore - 127**

**Initial Students - 1**

**Other Students / TPPH  
- 12**

**Flow-  
Points  
20.4 YOS**

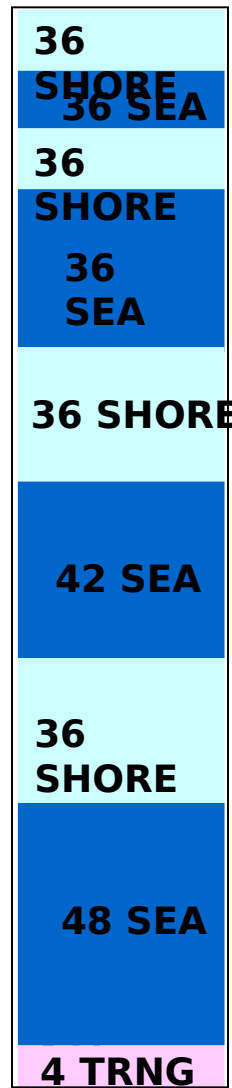
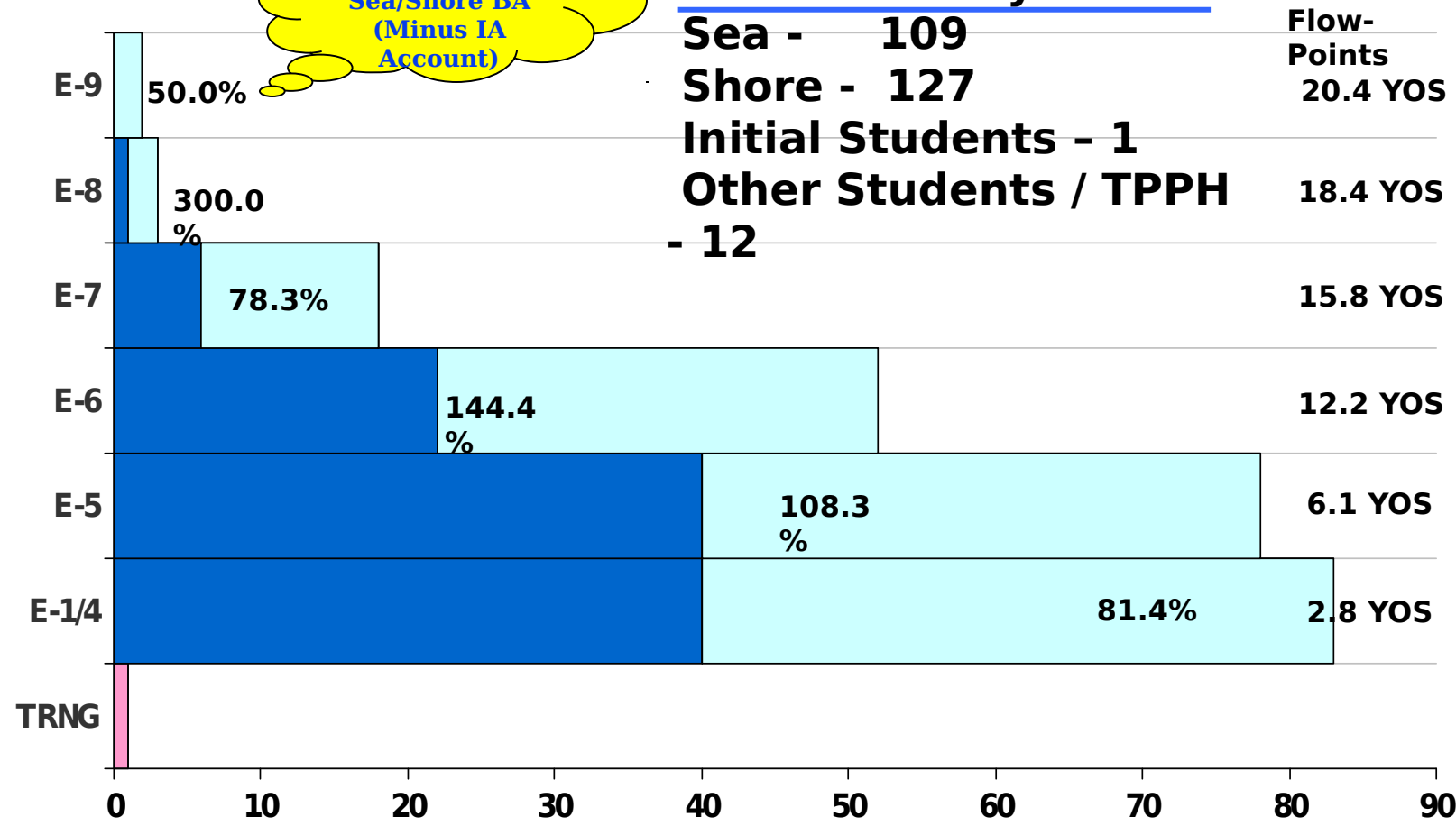
**18.4 YOS**

**15.8 YOS**

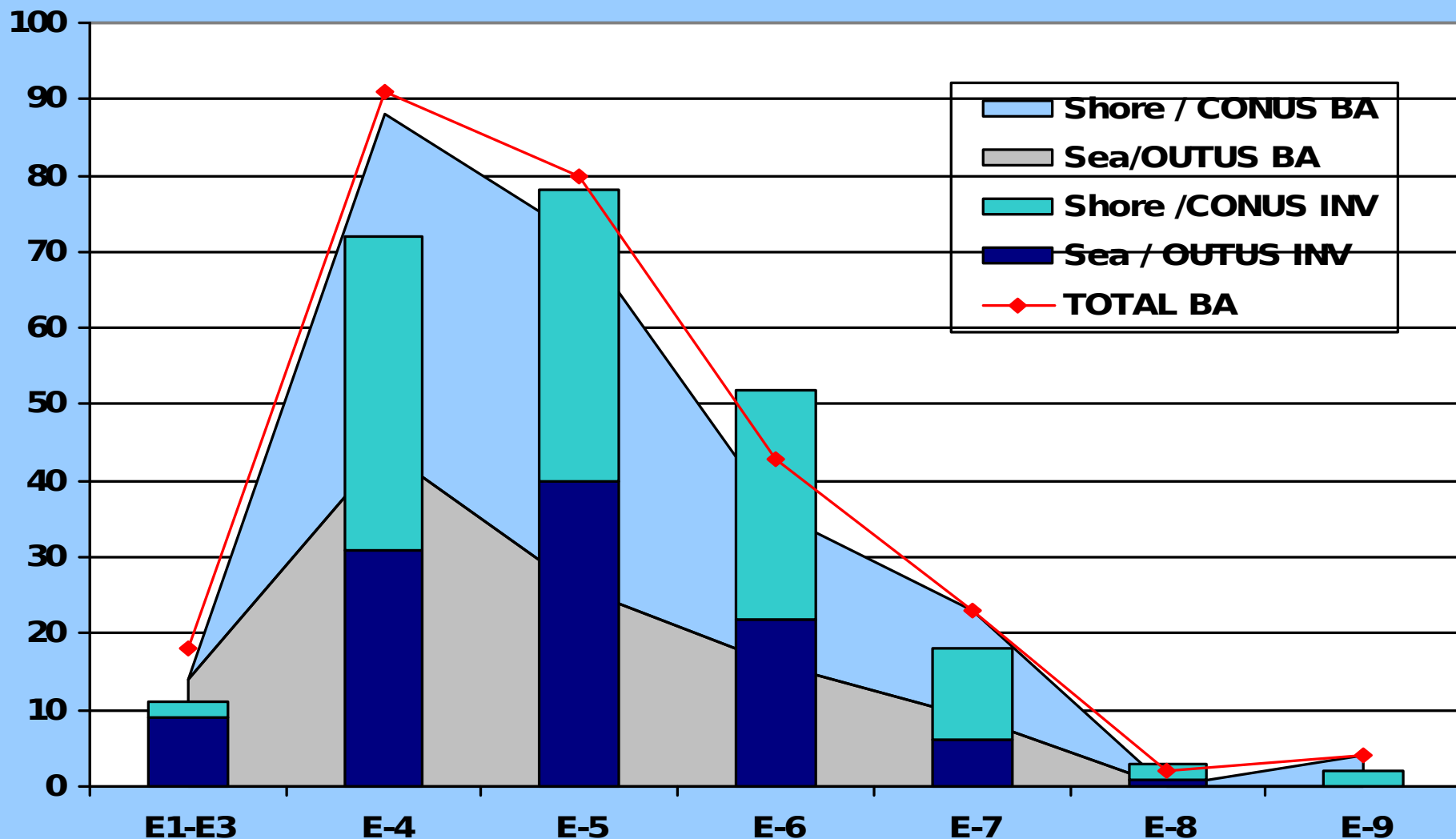
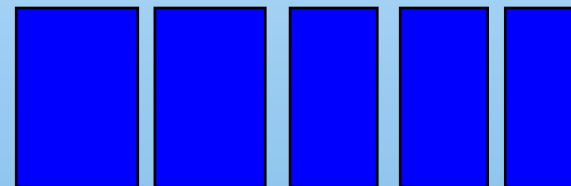
**12.2 YOS**

**6.1 YOS**

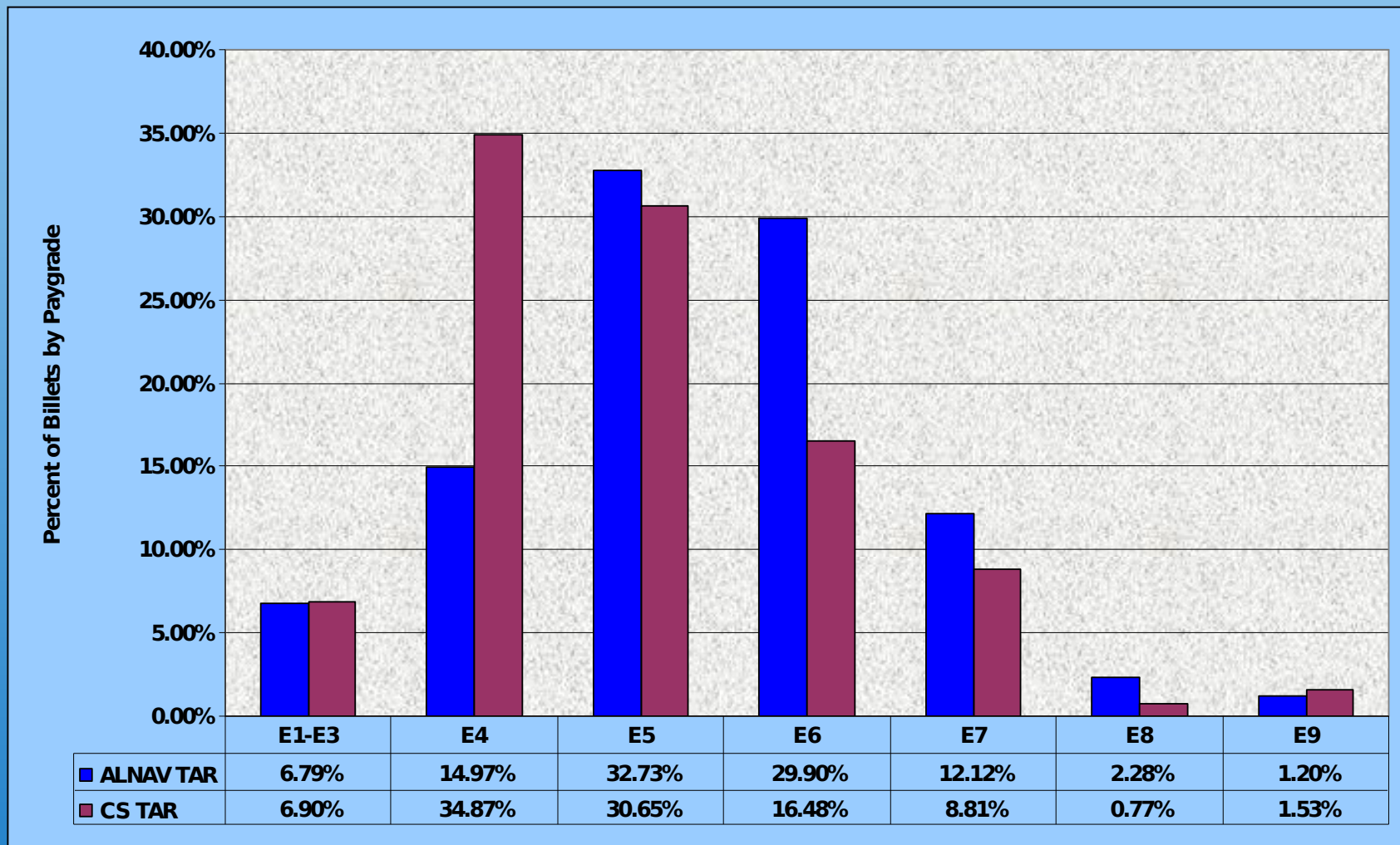
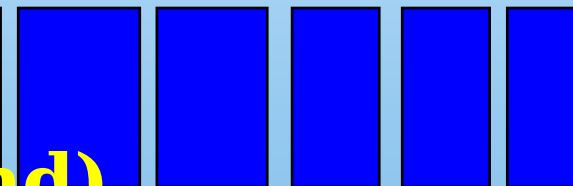
**2.8 YOS**



# CS FTS Rating Billet Analysis



# CS FTS Paygrade Distribution (Billet Pyramid/ Diamond)

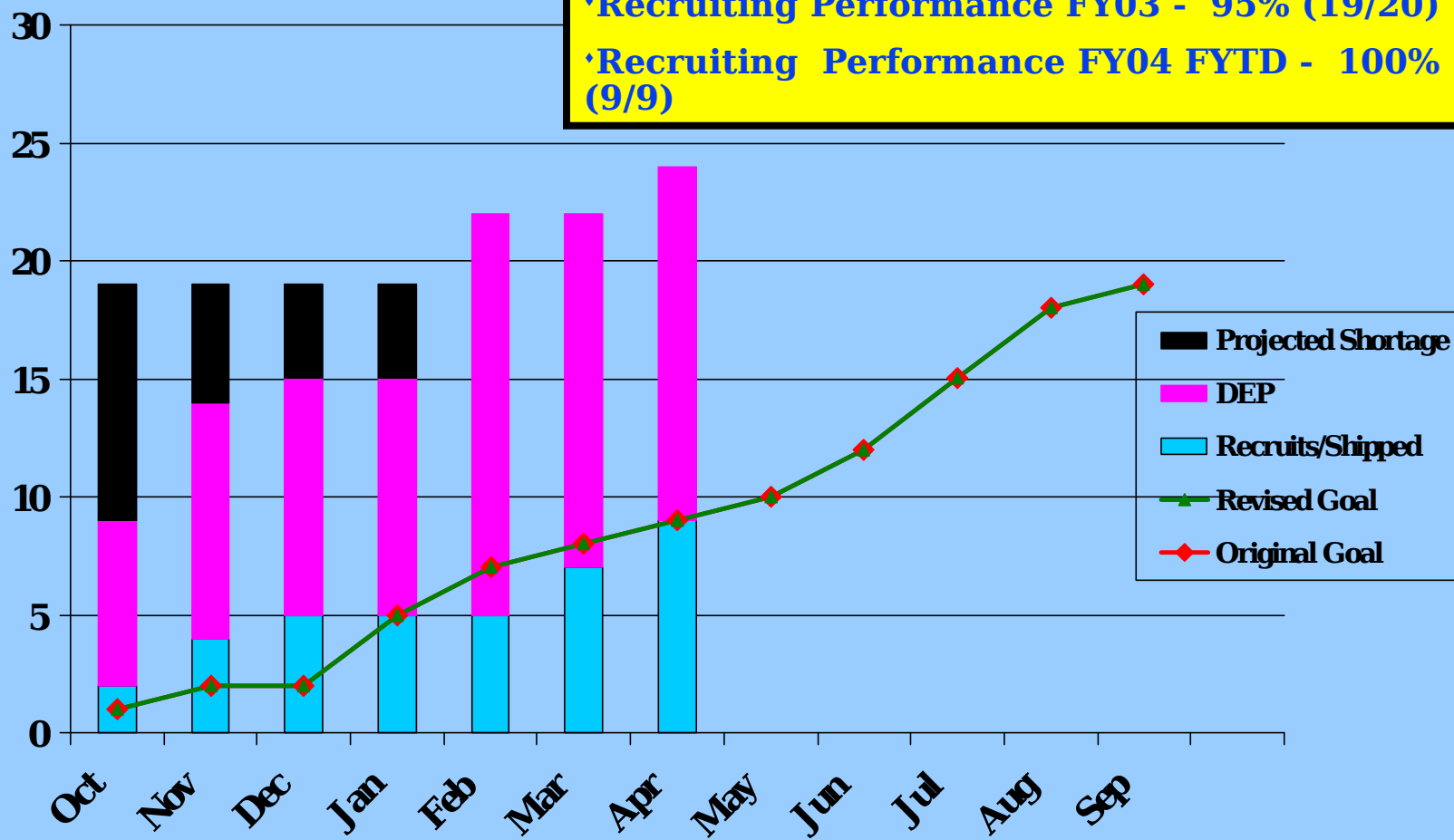


09/11/16

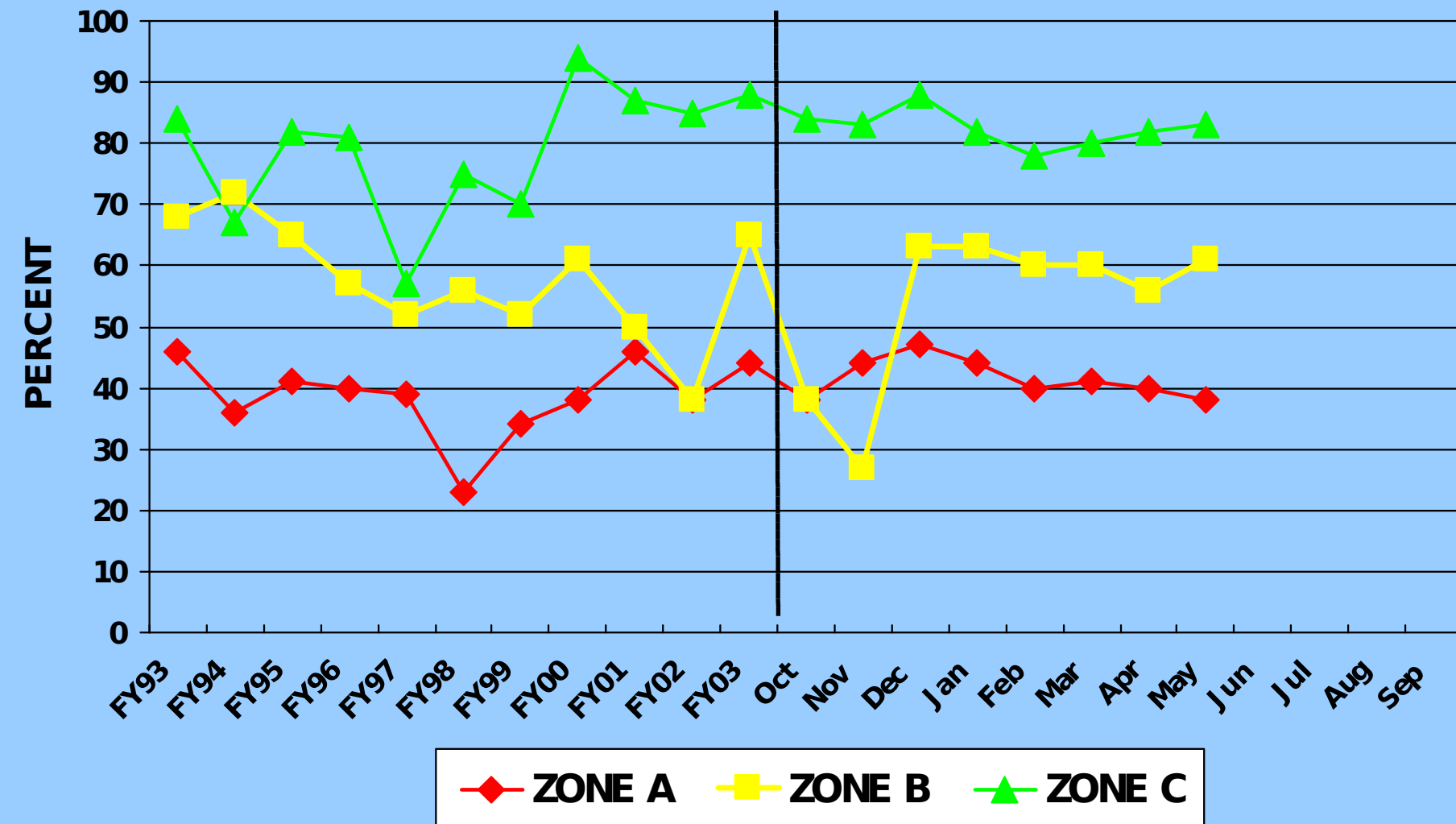
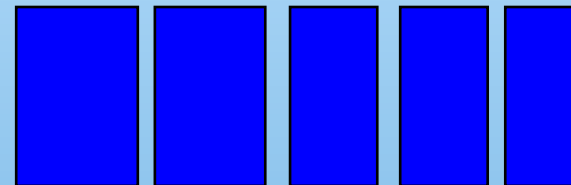
50

# CS FTS Recruiting

- Recruiting Performance FY02 - 55% (26/47)
- Recruiting Performance FY03 - 95% (19/20)
- Recruiting Performance FY04 FYTD - 100% (9/9)



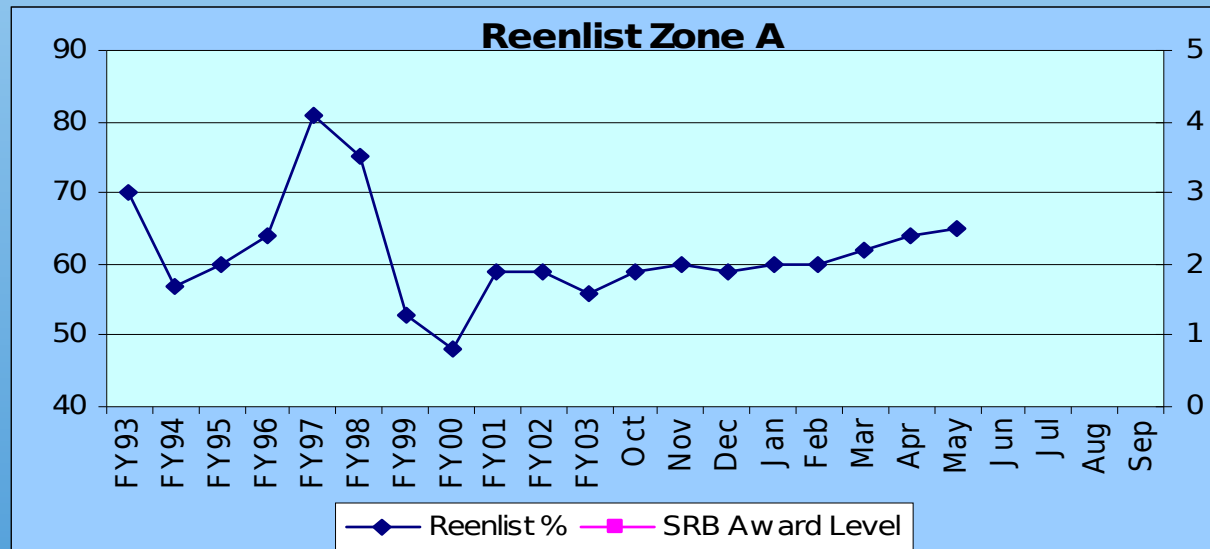
# CS FTS Rating Retention Rates



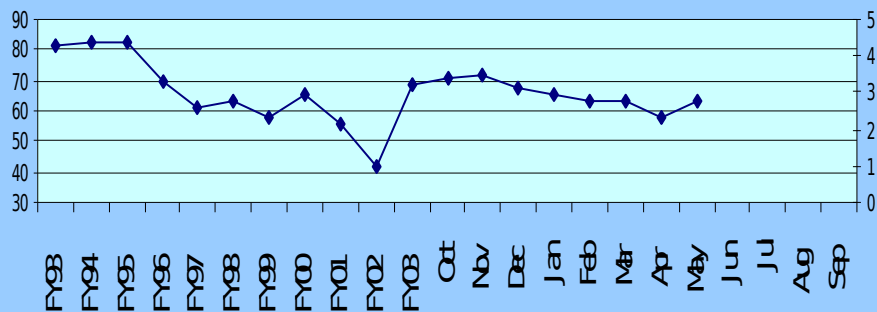
# CS FTS Rating

## Reenlistments Compared With SRB Levels (History)

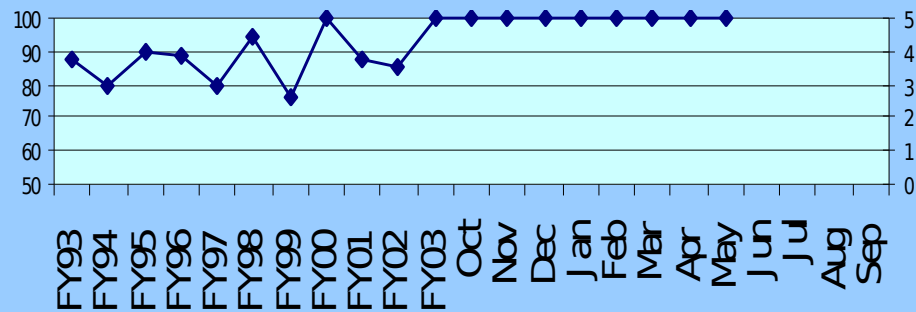
- SRB = Highest Level At Year Established



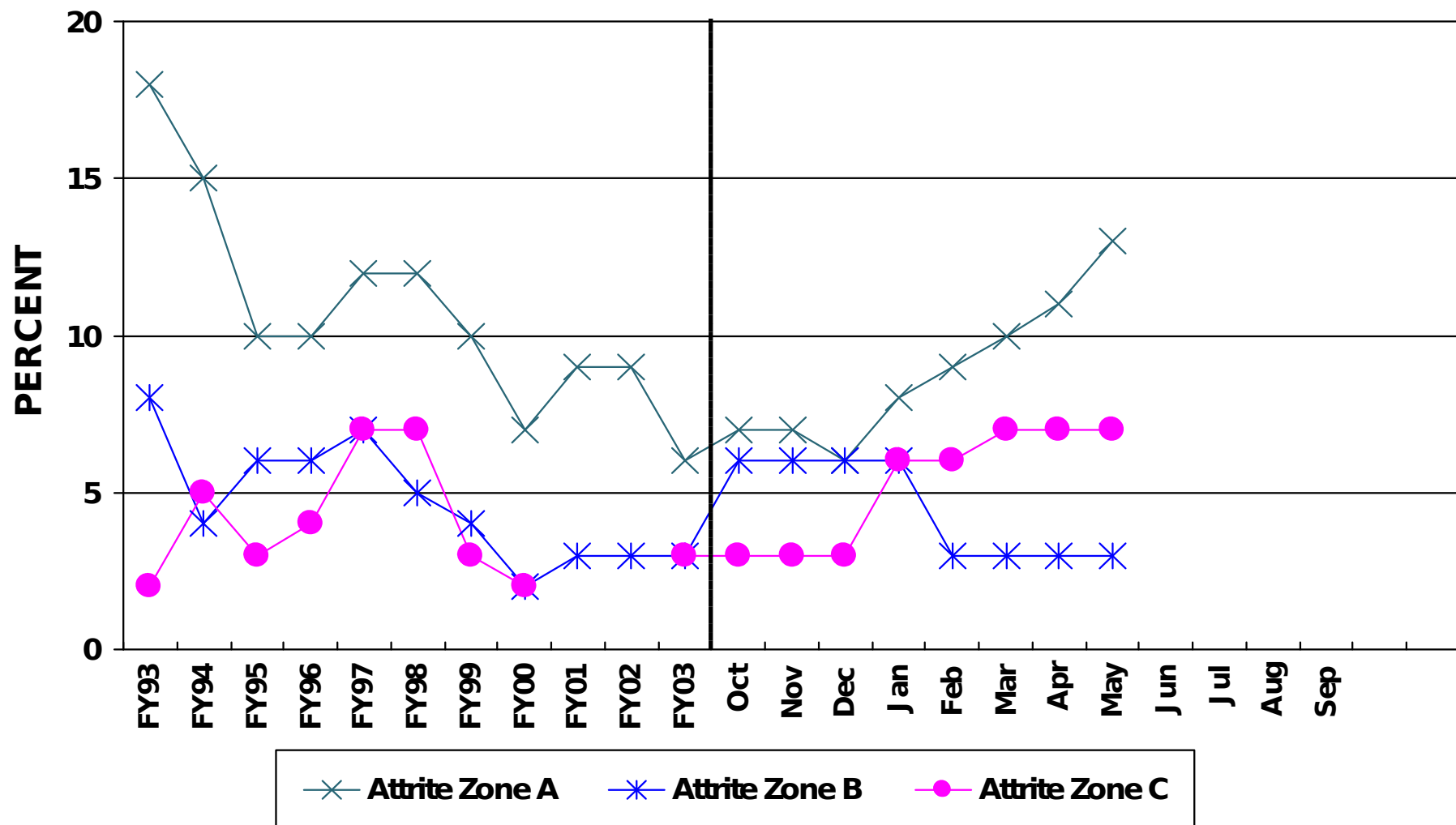
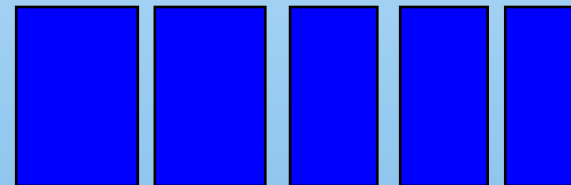
### Reenlist Zone B



### Reenlist Zone C



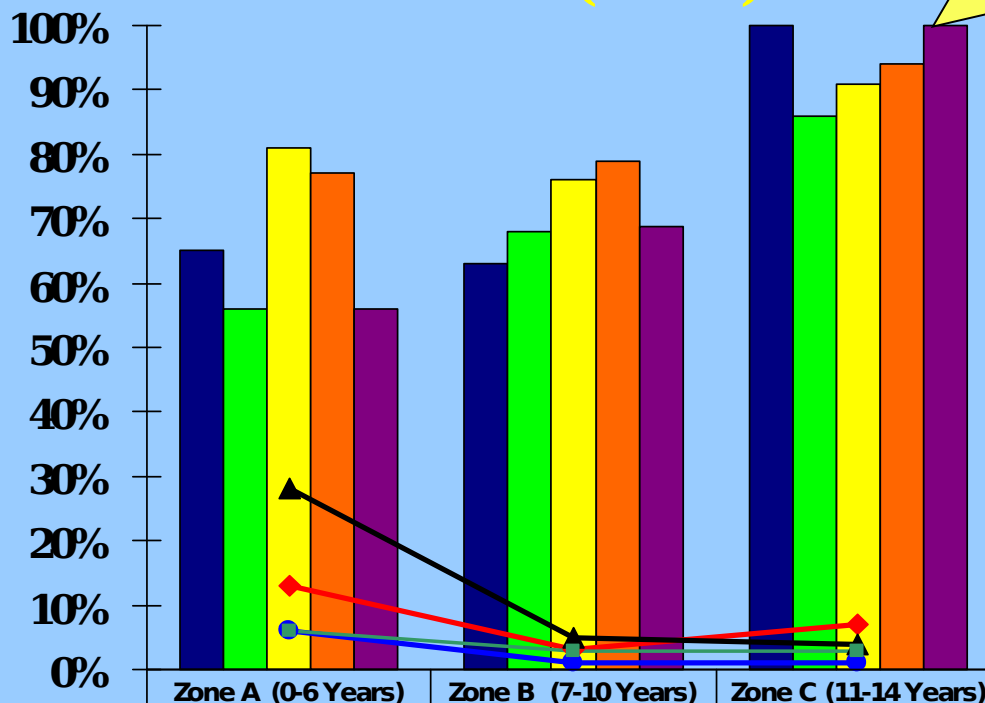
# CS FTS Rating Attrition (History)





# CS FTS Reenlistments and Attrition (RMS)

Period of Report...  
1 May 2002 - 31 May 2002



6 sailors lost

## FY 02 TAR Attrition Facts (Zone A)

CS: 1) Drug Abuse - 4.69%  
9.38% 2) Serious Offense - 1.56%  
3) Personality Disorder/  
Medical / Disability-  
0.78% (each)

Supply TAR: 1) Drug Abuse - 2.08%  
5.63% 2) Serious Offense -  
0.83%  
3) Misconduct -  
0.83%

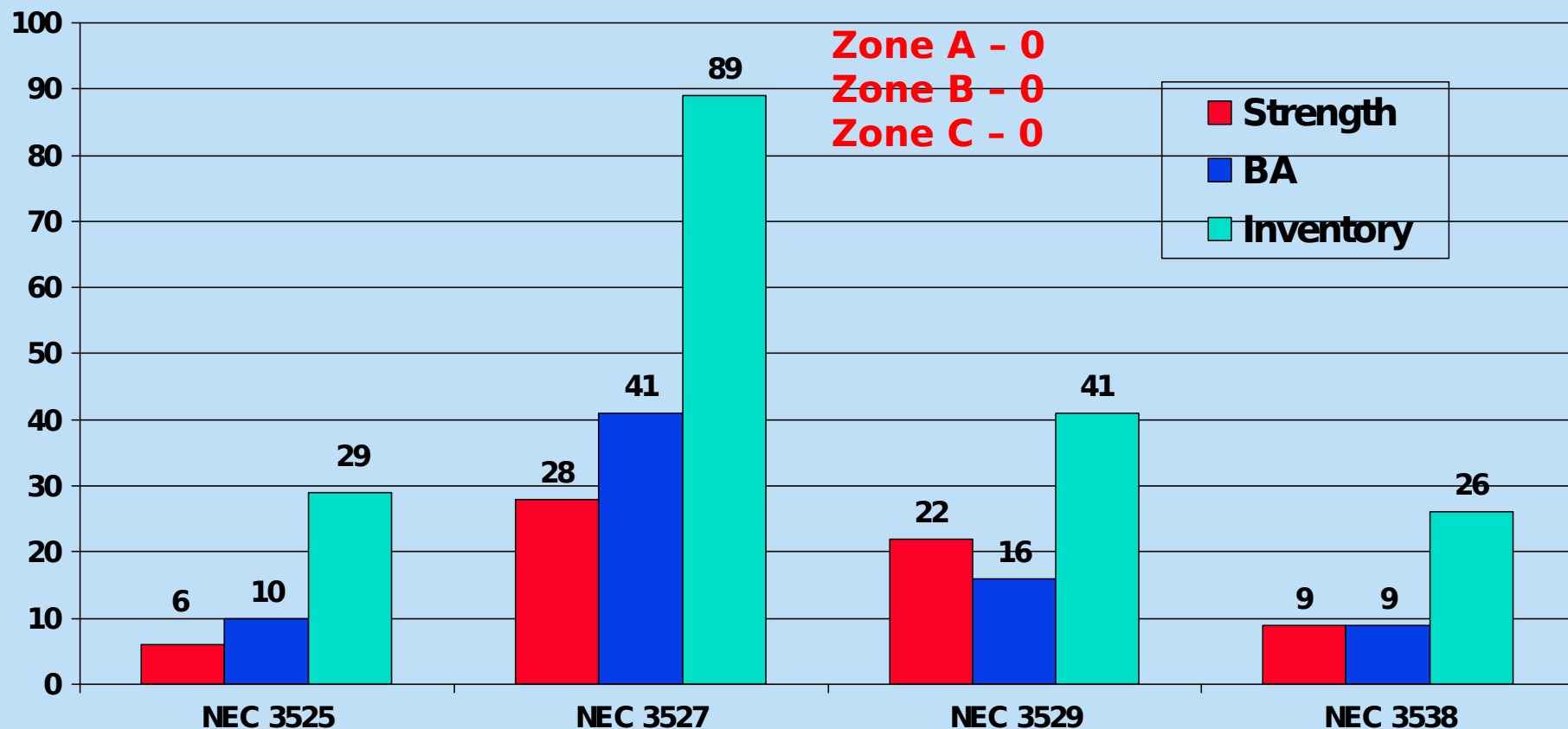
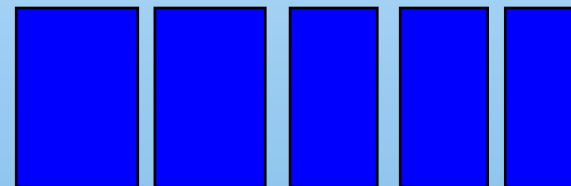
ALNAV TAR: 1) Drug Abuse -  
2.19%  
7.4% 2) Fraud/Erroneous Entry  
- 1.69%  
3) Misconduct - 1.54%

4.84% 2) Not Retainable -0.81%  
0.81% 3) VSI Early Release-

Supply TAR: 1) Drug Abuse -  
1.72%  
5.25% 2) Misconduct -  
1.08%  
3) Serious Offense -  
0.43%

ALNAV TAR: 1) Drug Abuse - 1.7%  
6.9% 2) Fraud/Erroneous Entry  
- 1.5%  
3) Misconduct - 1.3 %

# CS FTS Rating NEC Manning and SRB Rates



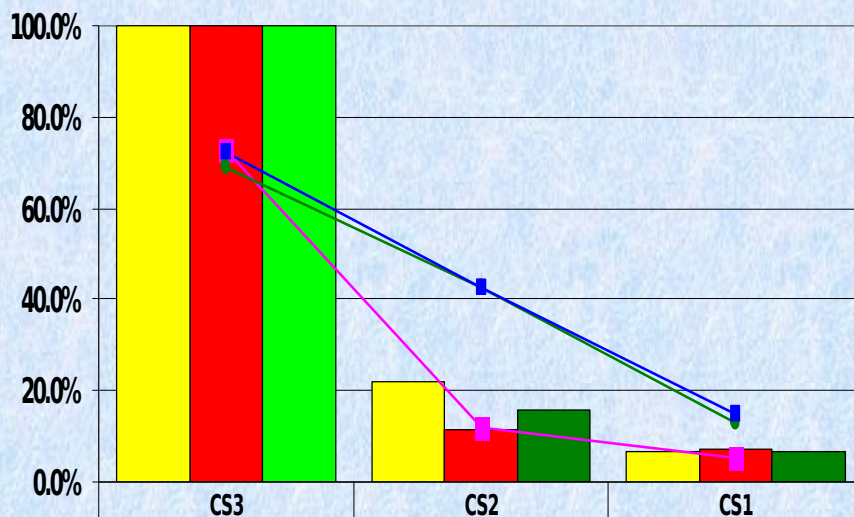
**3525 - Private Mess Specialist**  
**3527 - Culinary Specialist**  
**Specialist**

**3529 - Wardroom/Galley Supervisor**  
**3538 - Bachelor Quarter**

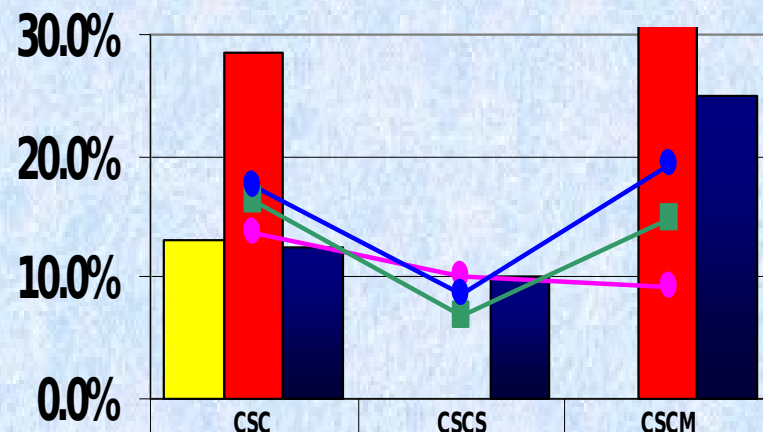
# CS FTS Advancement

Flow Points (Years)	CS3	ALNAV	CS2	ALNAV	CS1	ALNAV	CSC	ALNAV	CSCS	ALNAV	CSCM	ALNAV
TIG	1.0	1.3	2.5	2.5	7.8	5.4	6.6	5.6	5.9	5.8	4.1	4.6
TAFMS	2.8	2.4	6.1	4.5	12.2	10.4	15.8	14.9	18.4	18.4	20.4	20.2

## CS Advancement E4-E6

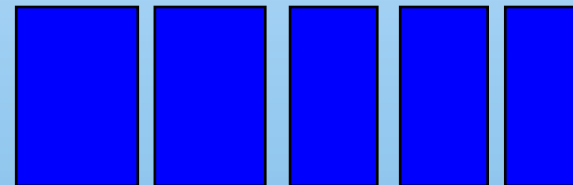


## CS Advancement E7-E9

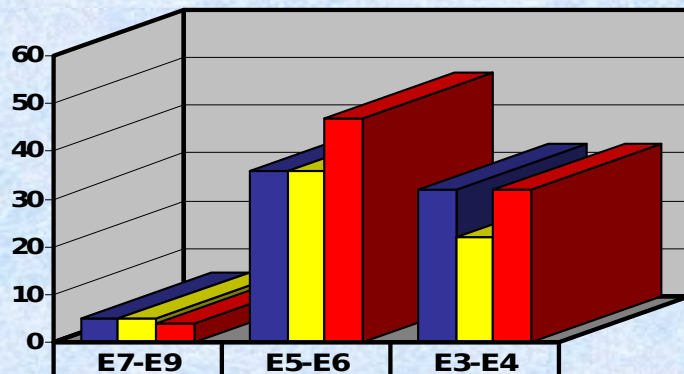


	CSC	CSCS	CSCM
FY 02	13.0%	0.0%	0.0%
FY 03	28.6%	0.0%	33.3%
FY 04	12.5%	10.0%	25.0%
5 Yr CS Avg	13.6%	10.1%	9.1%
ALNAV FY04	16.5%	6.7%	14.7%
5 Yr ALNAV AVG	17.5%	8.7%	19.3%

# CS FTS MCA Manning Profile

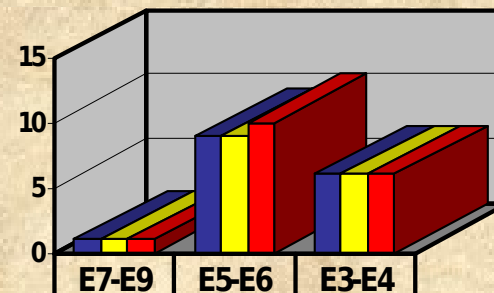


**MCA - LANTFLT**



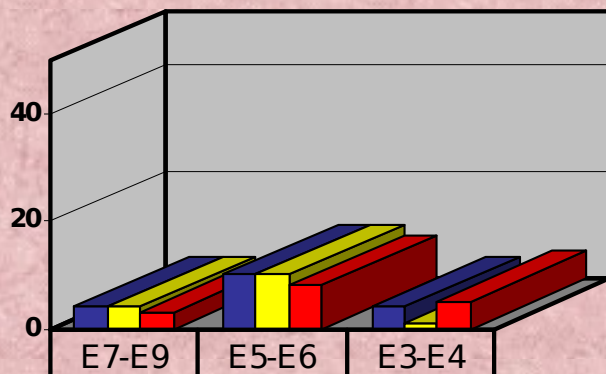
P9 BA	5	36	32
P9 NMP	5	36	22
COB/INV	4	47	32

**MCA - BUPERS**



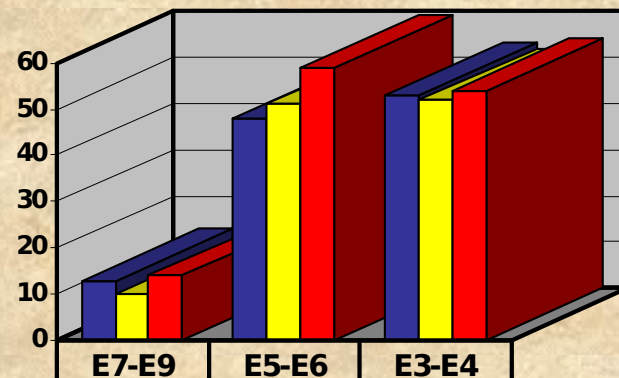
P9 BA	1	9	6
P9 NMP	1	9	6
COB/INV	1	10	6

**MCA - PACFLT**



P9 BA	4	10	4
P9 NMP	4	10	1
COB/INV	3	8	5

**MCA - RESFOR**



P9 BA	13	48	53
P9 NMP	10	51	52
COB/INV	14	59	54

# CS FTS Billet Breakdown

## Actual Sailors Serving Out of Rate

Recruiting - 0  
3 (+3)

Security - 3 (-3)

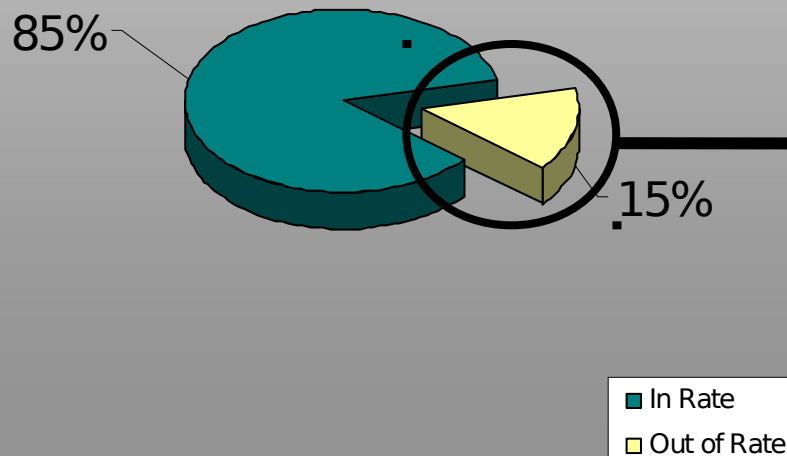
General - 3 (+3)

Instructor -

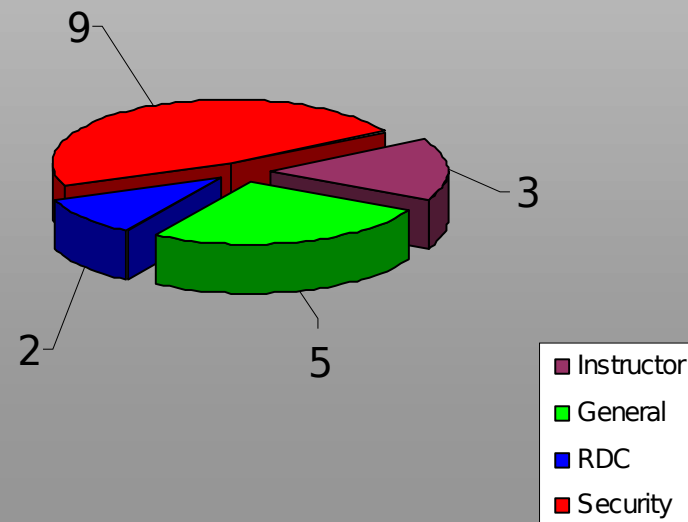
RDC - 0 (-1)

**Total: 9 (+2) people serving in 19 (+6) billets**

**CS Shore Billets**  
In Rate vs Out of Rate



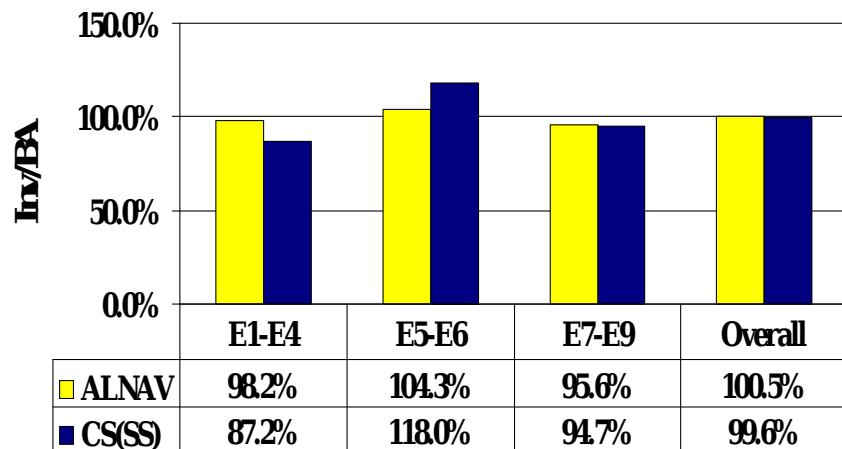
**CS TAR Shore Billets**  
Out of Rate



# CS (SS) Rating Profile



**CS(SS) BA Manning**



## Overall Rating Grade



Category	E1-E4	E5-E6	E7-E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				

Yes

No

SRB

EB

Priority Rating

Striker/Entry Opportunity

Perform to Serve (PTS)

Open



**SRB**

Zone A - 3.0

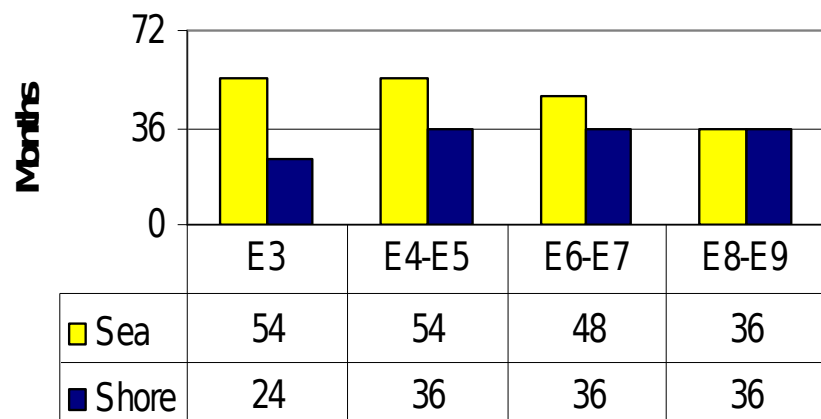
Zone B - 0.5

**EB**

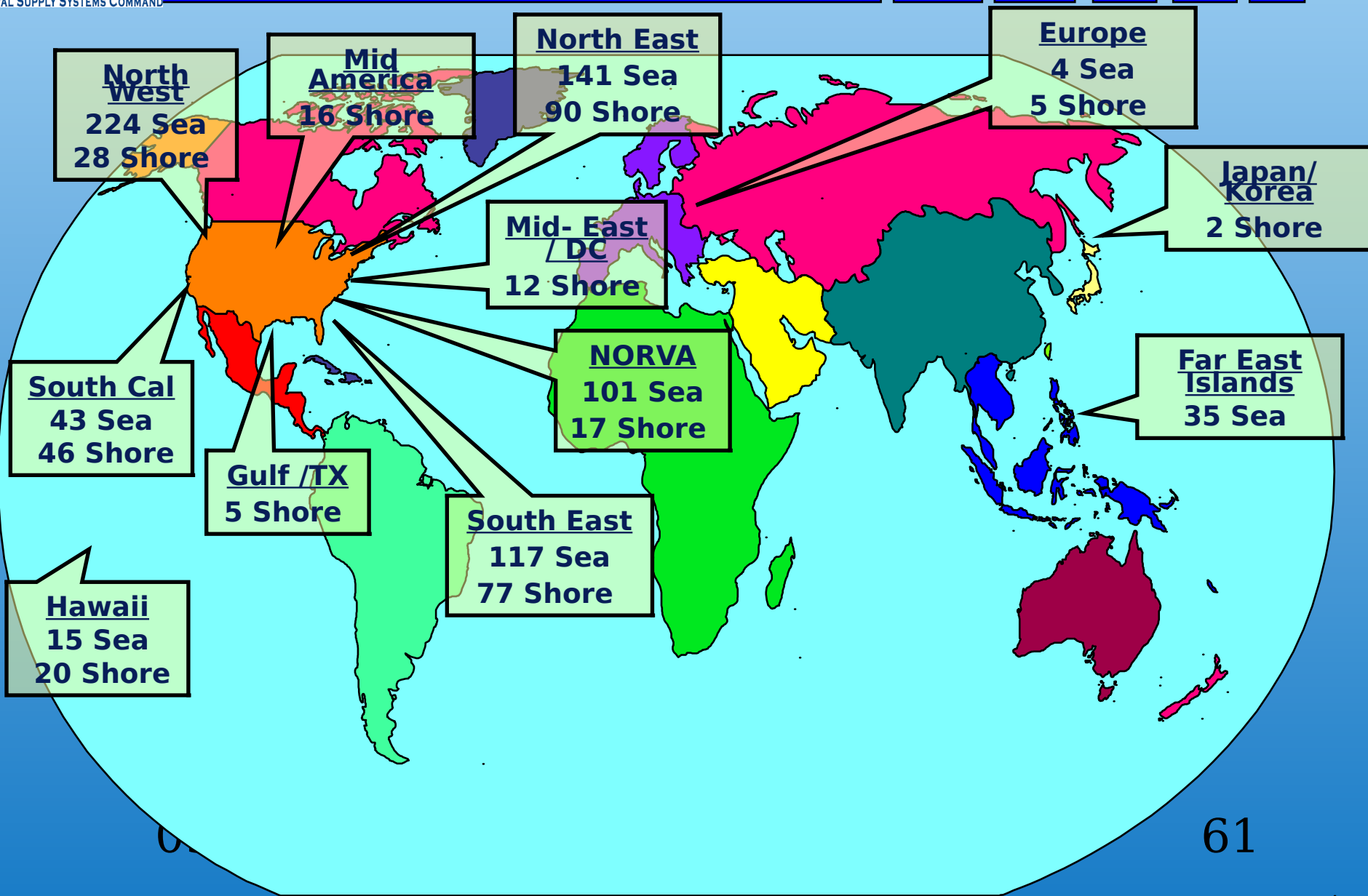
Oct - Sep - \$7K

**CNRC Priority**

**CS(SS) Sea/Shore Rotation**



# CS(SS) Billet Locations





# CS(SS) Inventory Distribution

(by length of

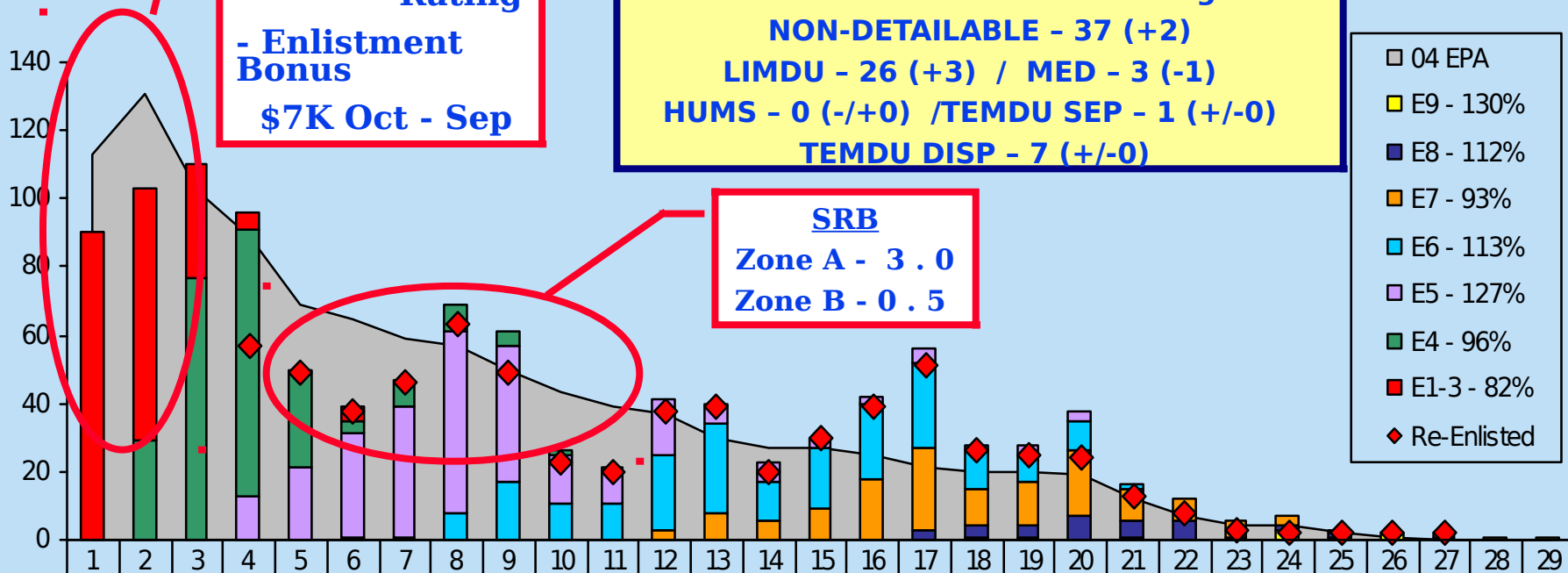
S/T

**Recruiting**  
- CNRC Priority Rating  
- Enlistment Bonus  
\$7K Oct - Sep

**Manning Summary**  
- EPA: 1071 BA: 1092 INV: 1088  
Relative Size - 66<sup>th</sup> of 93 ratings  
NON-DETAILEABLE - 37 (+2)  
LIMDU - 26 (+3) / MED - 3 (-1)  
HUMS - 0 (-/+0) / TEMDU SEP - 1 (+/-0)  
TEM DU DISP - 7 (+/-0)

**SRB**  
Zone A - 3 . 0  
Zone B - 0 . 5

04 EPA  
E9 - 130%  
E8 - 112%  
E7 - 93%  
E6 - 113%  
E5 - 127%  
E4 - 96%  
E1-3 - 82%  
Re-Enlisted

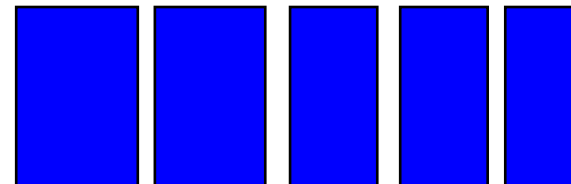


**E4 - 8 Year  
HYT---loss of  
13 CS3(SS)**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
04 EPA	113	131	102	89	69	65	59	57	50	43	39	37	30	27	27	25	21	20	20	19	12	7	4	4	2	1			
E9 - 130%																		1	1		1		1	3	1	2	1	1	1
E8 - 112%																	3	3	3	7	5	6		1	1				
E7 - 93%												3	8	6	9	18	24	11	13	19	9	6	5	3	1		1		
E6 - 113%						1	1	8	17	11	11	22	26	11	18	22	25	13	8	9	1								
E5 - 127%				13	21	30	38	53	40	14	10	16	6	6	3	2	4		3	3									
E4 - 96%		29	77	78	29	4	8	8	4	1																			
E1-3 - 82%	90	74	33	5		4																							
Re-Enlisted				57	49	38	46	63	49	23	20	38	39	20	30	39	51	26	25	24	13	8	3	2	2	2	2		



# CS (SS) Rating Sea/Shore Population and Rotation



Sea & Shore INV /  
Sea & Shore BA  
(Minus IA Account)

**Total Inventory - 1088**

**Sea - 670**

**Shore - 345**

**Initial Students - 47**

**Other Students /TPPH  
- 26**

Flow-  
Points

21.2 YOS

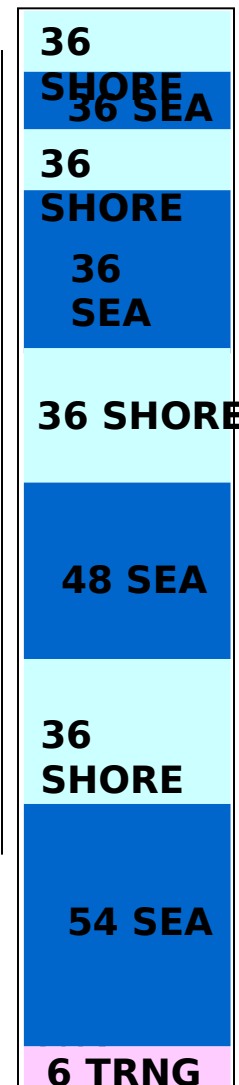
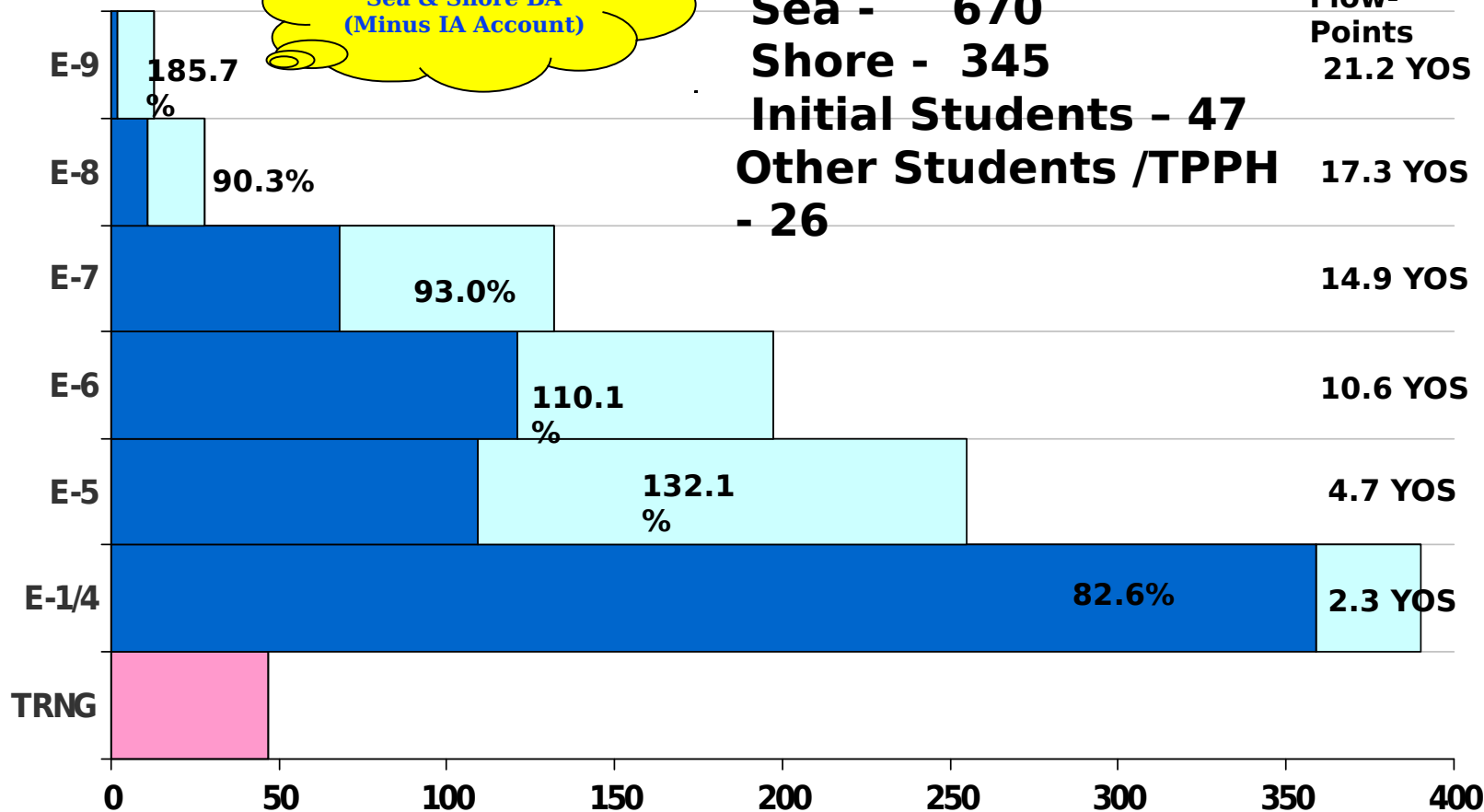
17.3 YOS

14.9 YOS

10.6 YOS

4.7 YOS

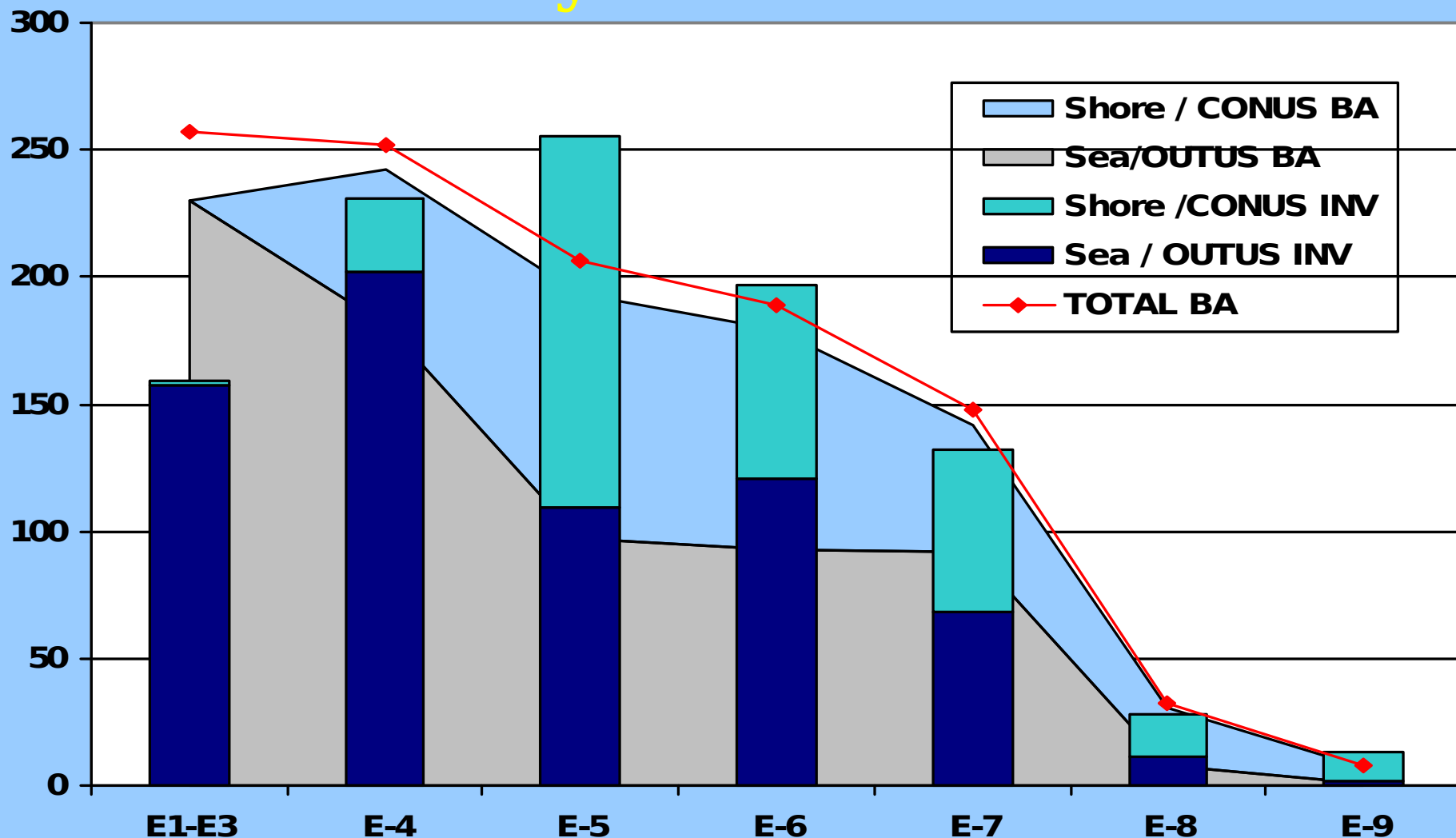
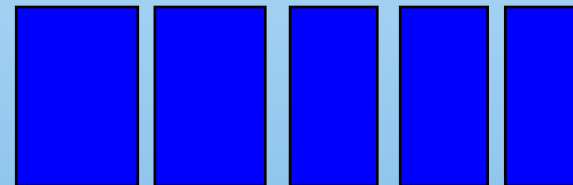
2.3 YOS



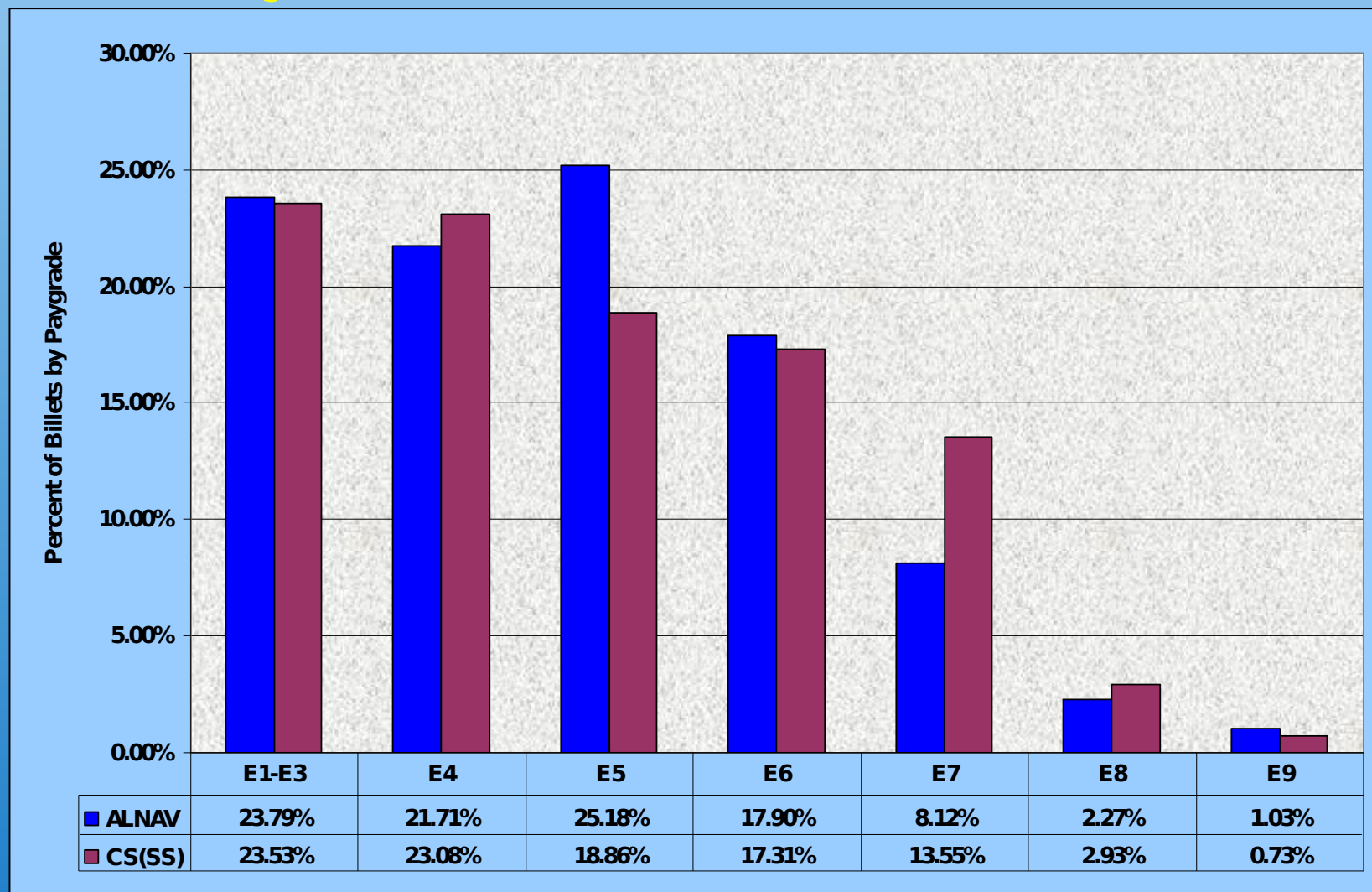
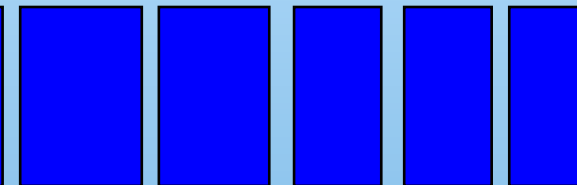
09/11/16



# CS (SS) Rating Billet Analysis



# CS(SS) Paygrade Distribution (Billet Pyramid/Diamond)

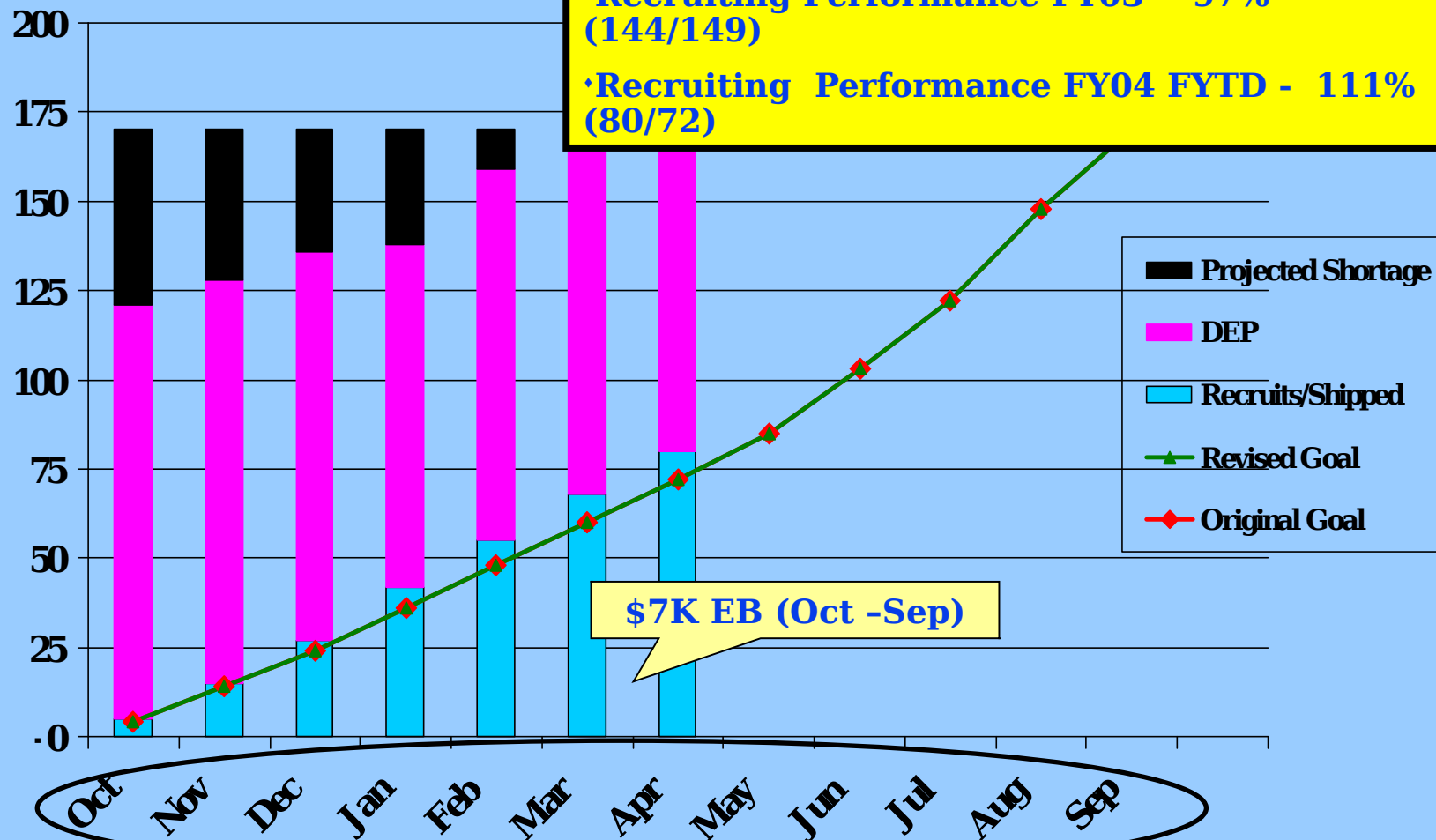


# CS (SS) Recruiting

• Recruiting Performance FY02 - 101%  
(191/189)

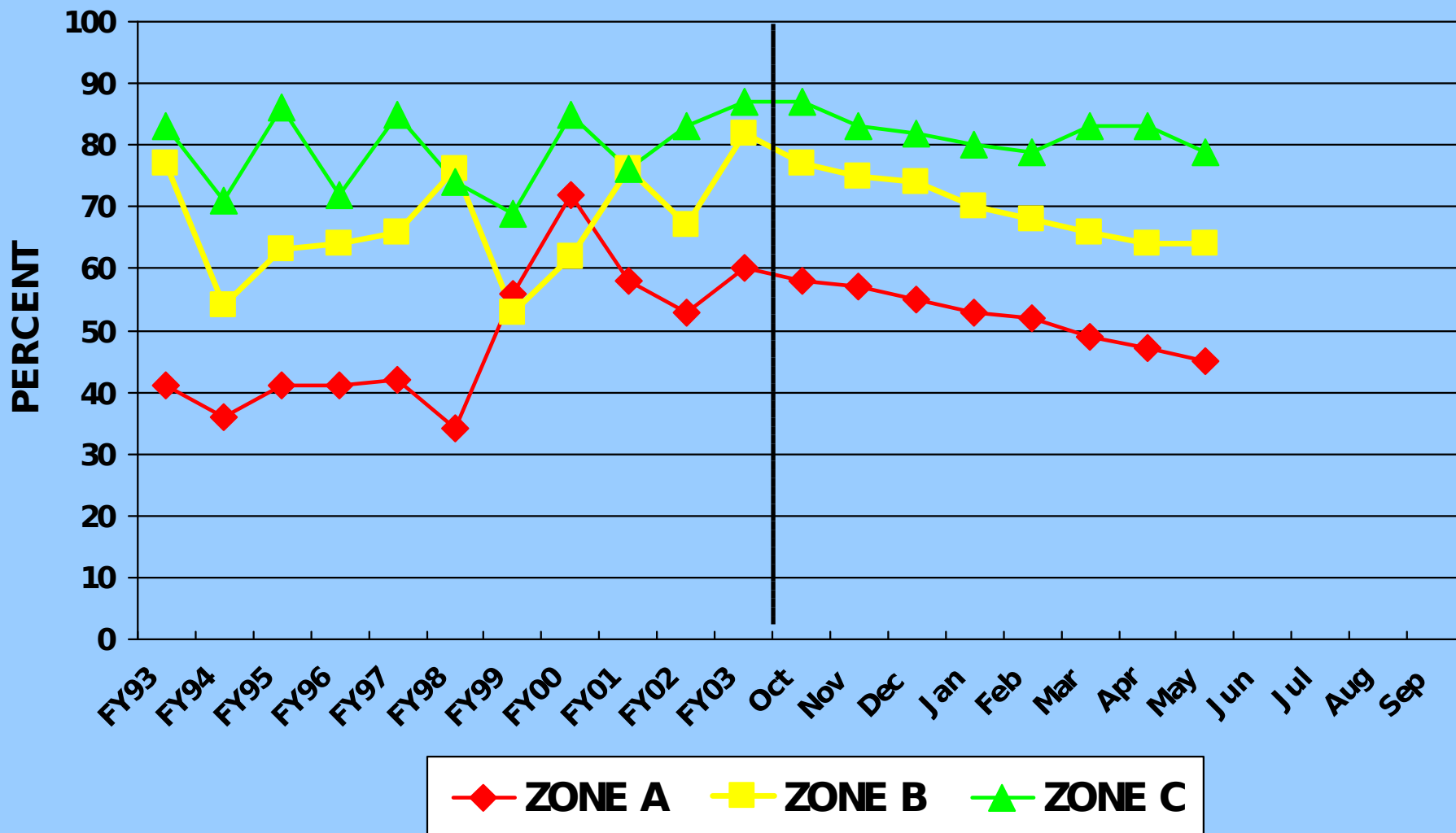
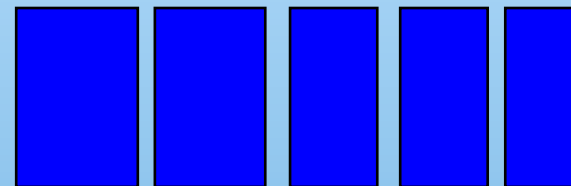
• Recruiting Performance FY03 - 97%  
(144/149)

• Recruiting Performance FY04 FYTD - 111%  
(80/72)



\$7K EB (Oct - Sep)

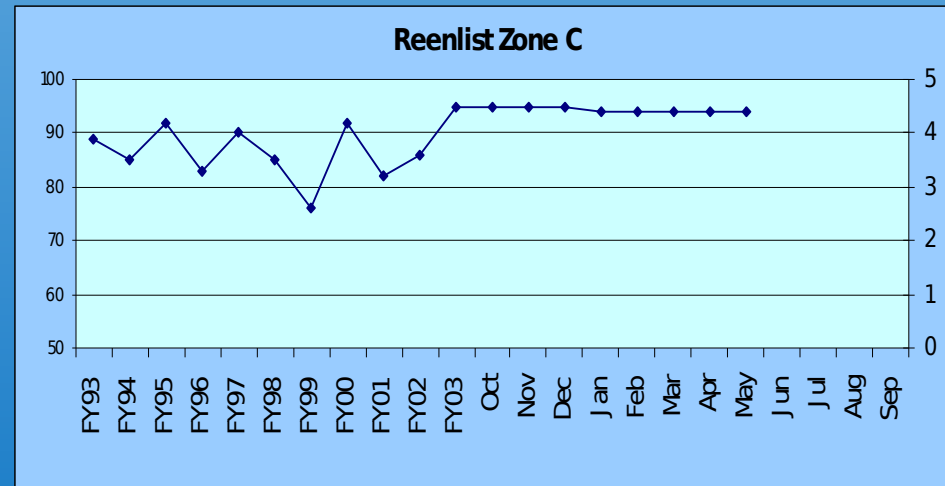
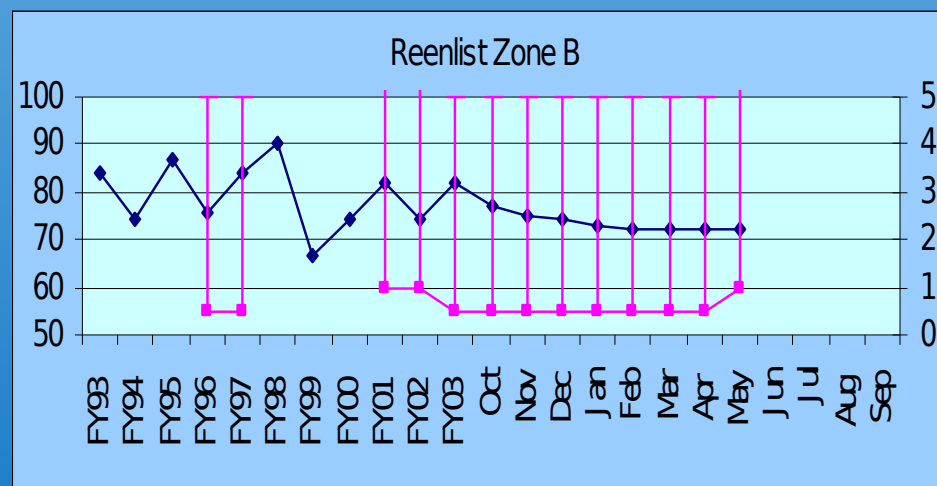
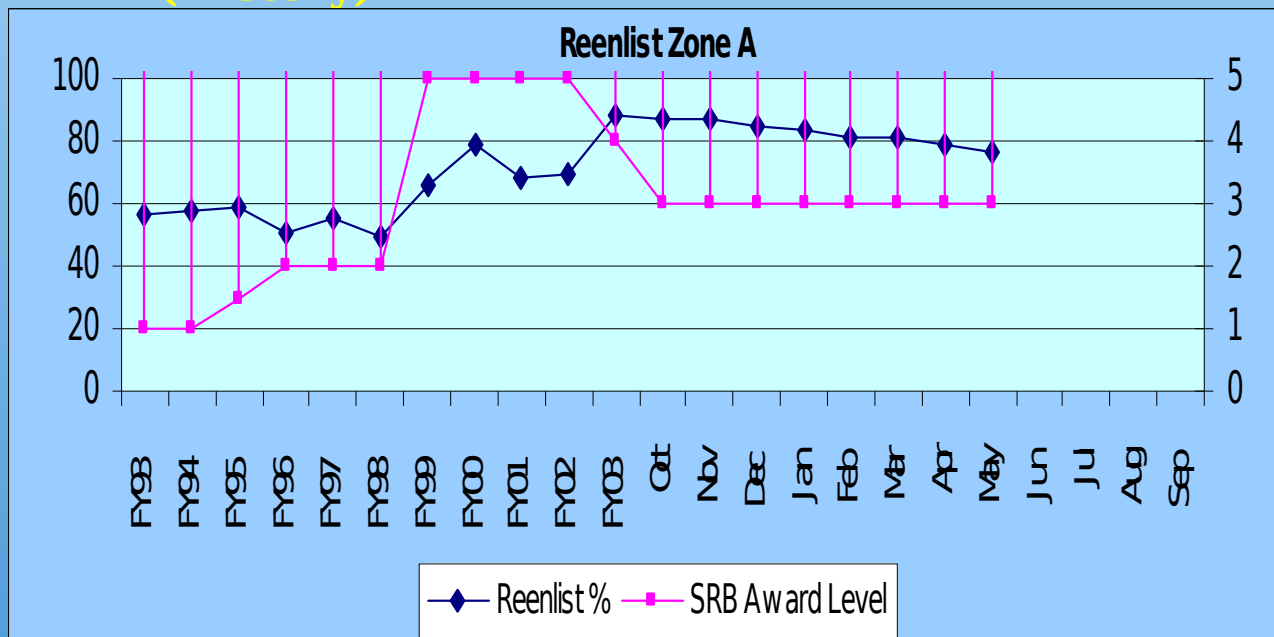
# CS (SS) Rating Retention Rates



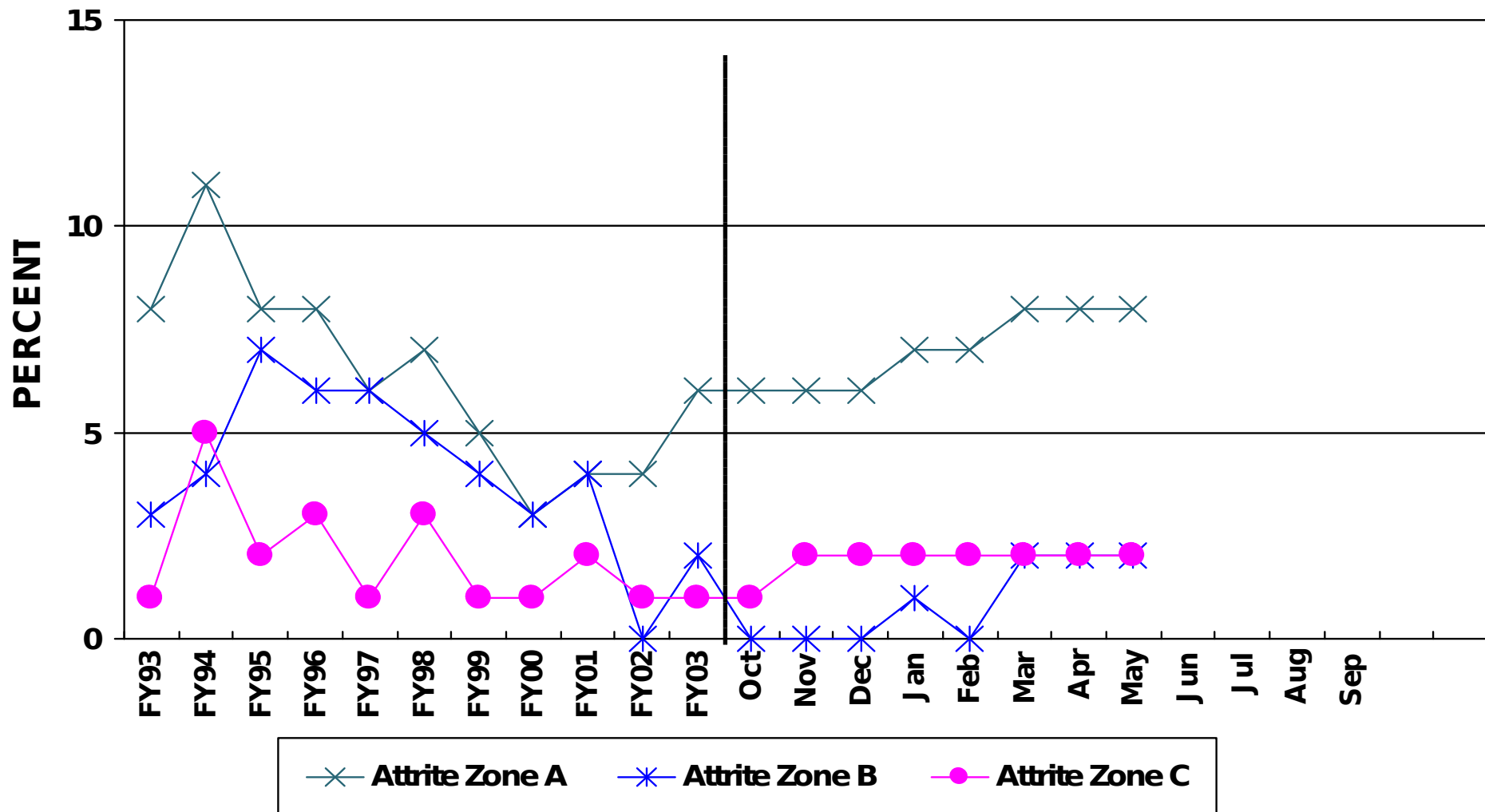
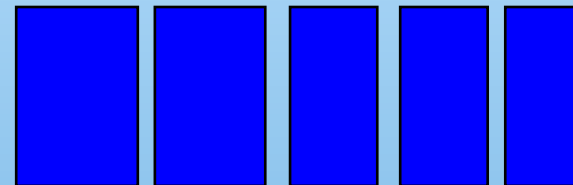
# CS(SS) Rating

## Reenlistments Compared With SRB Levels (History)

• SRB = Highest Level At Year Established



# CS (SS) Rating Attrition (History)



# CS(SS) Reenlistments and Attrition (RM)

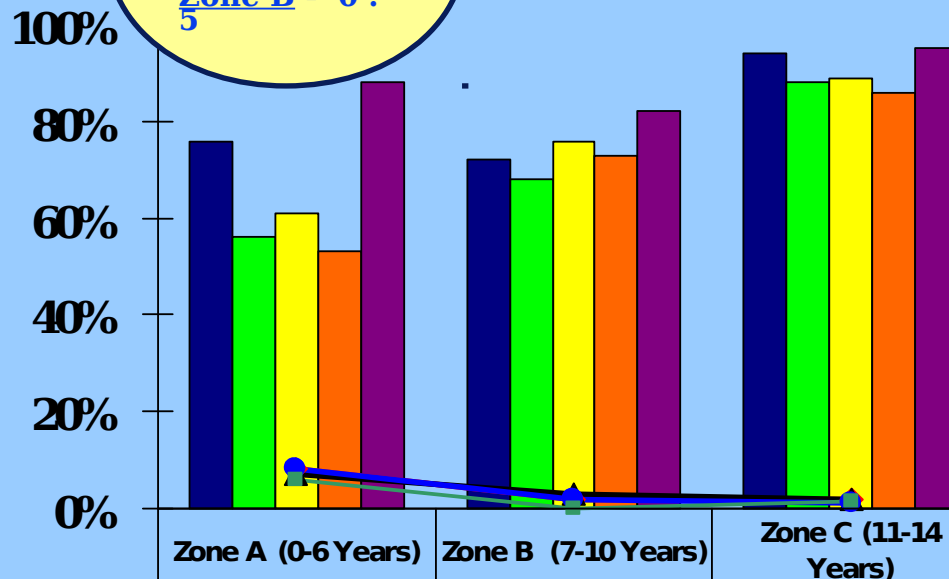
Period of  
Report...

1 M 08-04

SRB Levels

Zone A - 3 .0

Zone B - 0 .5



## FY 02 Attrition Facts (Zone A)

CS(SS): 1) Serious Offense - 1.33%  
3.72% 2) Drug Abuse - 1.06%  
0.53% 3) Personality Disorder -

Supply: 1) Drug Abuse - 2.11%  
6.56% 2) Misconduct - 1.26%  
0.43% 3) Medical / Disability -

ALNAV: 1) Drug Abuse - 2.19%  
9.0% 2) Fraud/Erroneous Entry -  
1.69% 3) Misconduct - 1.54%

CS(SS): 1) Serious Offense - 1.81%  
5.22% 2) Drug Abuse - 1.59%  
0.68% 3) Personality Disorder -

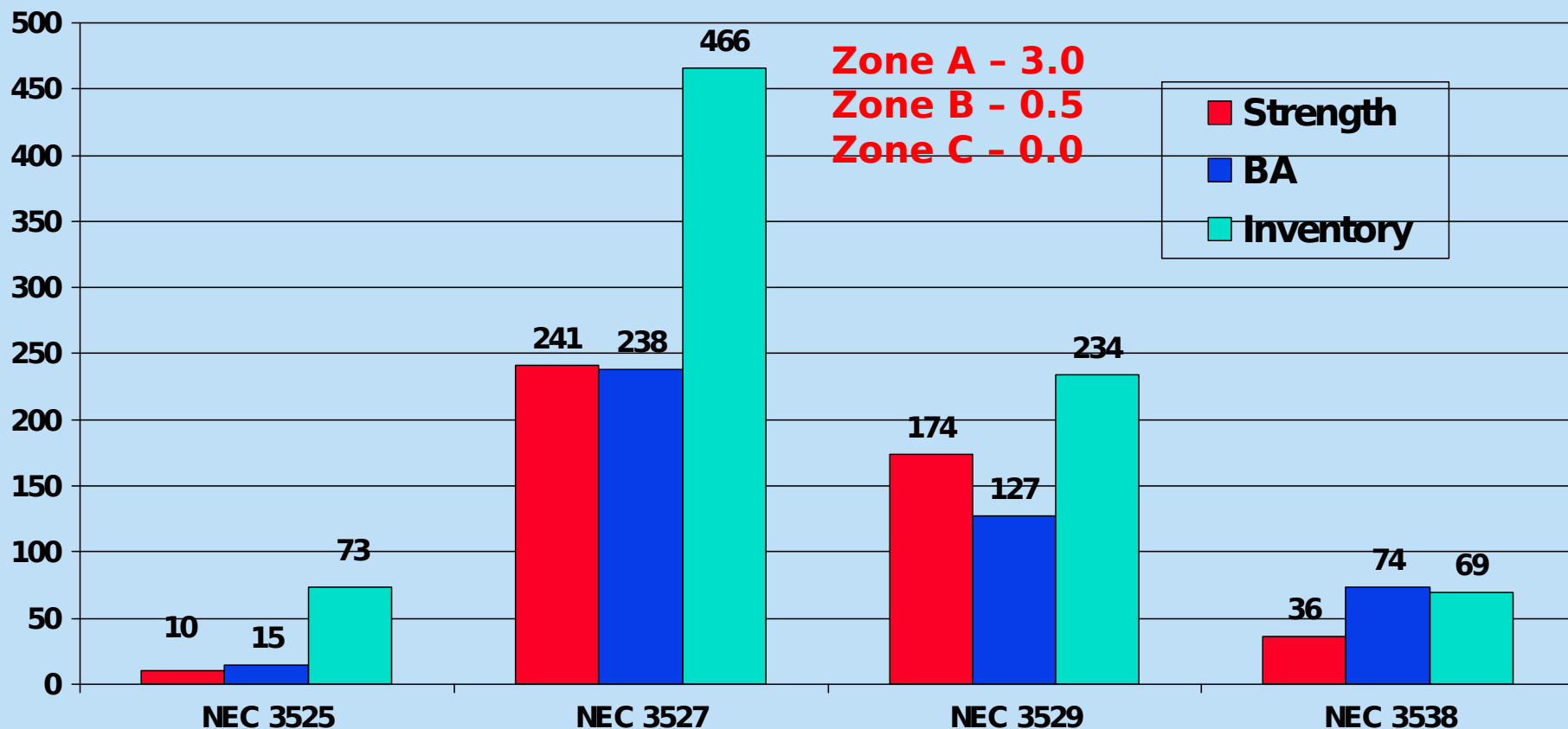
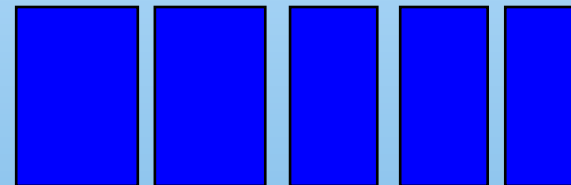
Supply: 1) Drug Abuse - 2.04%  
6.97% 2) Misconduct - 1.18%  
1.10% 3) Personality Disability -

ALNAV: 1) Drug Abuse - 1.7%  
8.3% 2) Fraud/Erroneous Entry -  
1.5% 3) Misconduct - 1.3 %

23 sailors  
lost



# CS (SS) Rating NEC Manning and SRB Rates



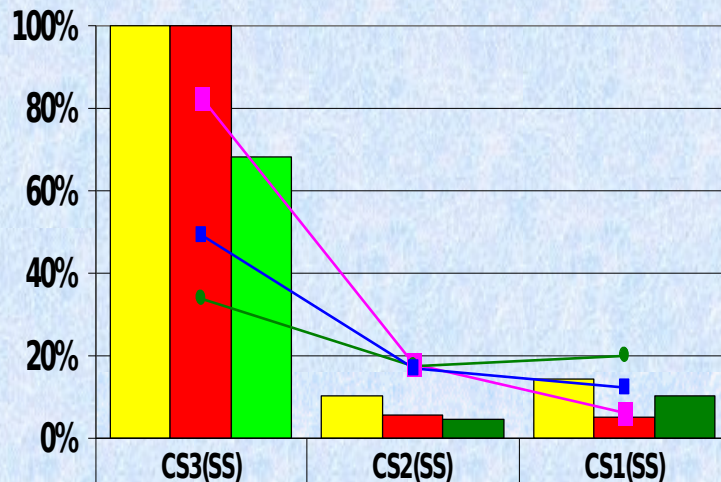
**3525 - Private Mess Specialist  
Supervisor**  
**3527 - Culinary Specialist  
Specialist**

**3529 - Wardroom/Galley**  
**3538 - Bachelor Quarter**

# CS(SS) Advancement

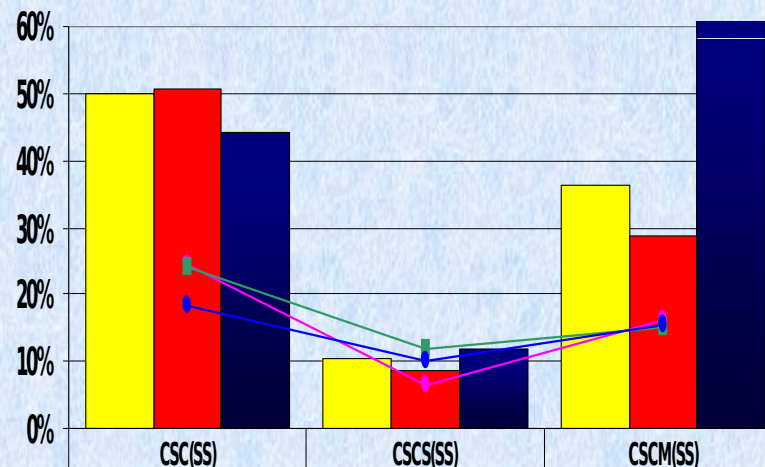
202	21.0	18.4	17.7	14.9	14.2	10.4	11.2	4.5	4.7	2.4	2.6	TAFMS
4.6	4.1	5.8	2.5	5.6	4.5	5.4	3.6	2.5	4.0	1.3	1.6	TIG
ALNAV	CSCM	ALNAV	CSCS	ALNAV	CSC	ALNAV	CS1	ALNAV	CS2	ALNAV	CS3	Flow Points (Years)

## CS(SS) Advancement E4-E6



Sep 02	100.0%	10.4%	14.5%
Mar 03	100.0%	5.6%	5.0%
Sep 03	68.1%	4.8%	10.3%
14 Yr CS(SS) Avg	82.4%	17.9%	6.3%
ALNAV SEP 03	33.8%	17.4%	19.8%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

## CS(SS) Advancement E7-E9



FY 02	50.0%	10.5%	36.4%
FY 03	50.8%	8.6%	28.6%
FY 04	44.2%	12.0%	66.7%
14 Yr CS(SS) Avg	24.5%	6.6%	16.2%
ALNAV FY04	24.2%	11.7%	15.0%
14 Yr ALNAV AVG	18.2%	9.9%	15.3%

# CS (SS) Billet Breakdown

## Actual Sailors Serving Out of Rate

Recruiting - 22 (-8)  
1 (-1)

Instructor -

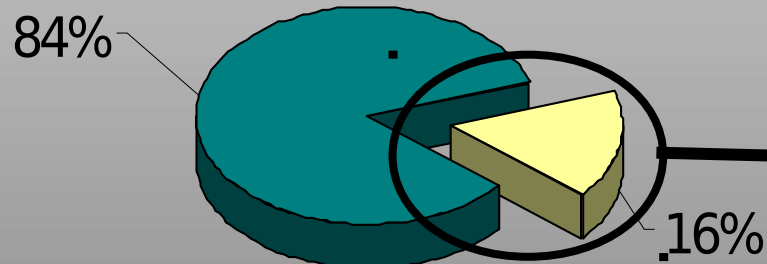
Security - 3 (-2)

RDC - 5

General - 4 (-2)

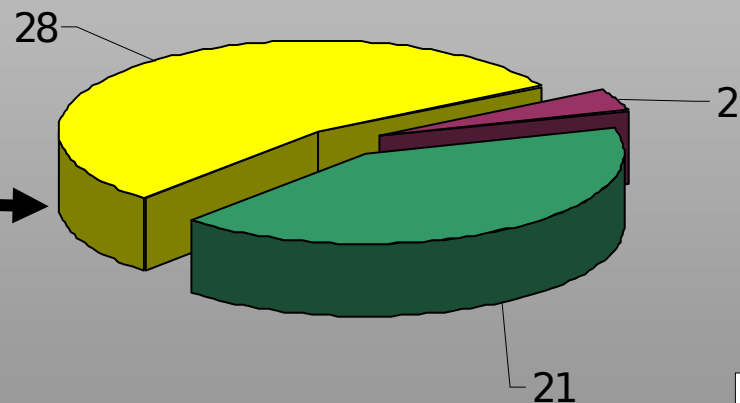
Total: 35 (-13) people serving in 51 (+9) billets

CS (SS) Shore Billets  
In Rate vs Out of Rate



■ In Rate  
■ Out of Rate

CS (SS) Shore Billets  
Out of Rate



■ Instructor  
■ General  
■ Recruiting

# CS Schools List

## "A" School

Course	ASVAB Rqmt	CIN	FY01 Util %	FY 02 Util%	FY 03 Util %	Course Length	CDP	Location
CS "A" School	Surface - AR+VE=89	A-800-0013	84%	95%	92%	43 Days	0133	NTTC Lackland AFB, San Antonio, TX
CS "A" School SURGE	Submarine - AR+MK+EI+GS=200 or VE+AR+MK+MC=200	A-800-0039	-	-	355%	40 Days	1070	Kendall College, Evanston, IL

## "C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Private Mess Specialist (PMO) Advanced Food Preparation (Career Schools List- Surface Only)	3525	A-800-0031	119%	70%	89%	32 Days	436P 4919 4924 538A 576M	LTA Norfolk TTF Bangor, WA Mayport, FL LTA Pearl Harbor, HI San Diego, CA
Culinary Specialist/General Mess Operations/ Advanced Food Preparation (Career Schools List- Surface Only)	3527	A-800-0030	150%	88%	78%	32 Days	435D 576L 4763 4918 534R 628E	LTA Norfolk FTC San Diego TTF Bangor, WA LTA Mayport, FL LTA Pearl Harbor, HI LTA Ingleside, TX
Wardroom/Galley Supervisor Food Service Administration	3529	A-800-0015	96%	59%	67%	33 Days	343T 574G 607J 654E 662B 782D	FTC Norfolk FTC San Diego LTA Mayport, FL TTF Bangor LTA Pearl Harbor ATG WESTPAC
Enlisted Aide Specialist (Requires Prerequisite Course A-800-0035)	3530	A-800-0036	67%	17%	0%	54 Days	644F	Starkey Intl. Inst. of Household Management Denver, CO
Bachelor Quarters Management Senior Level	3538	A-800-0032	112%	75%	79%	26 Days	0382	NTTC Lackland AFB, San Antonio, TX

# CS Schools List (Continued)

## "C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Naval Aircrewman Candidate (Career Schools List)	8201/8289	Q-050-1500	186%	106%	133%	26 Days	806E	NAVAVSCOLS Pensacola, FL
CS Records Keeper		A-800-0009	--	--	18%--	19 Days	647K 778X 785B	FTC Norfolk FTC San Diego Kings Bay
Food Service Records and Return		A-800-0020	32%	39%	33%	12 Days	574H 046M 362R 282M	FTC San Diego TTF Bangor, WA TTF Kings Bay NAVSUBSCOL Groton
Bachelors Quarters Management Fundamentals		A-800-0021	136%	148%	136%	12 Days	1065	FTC San Diego
Public Quarters/Flag Mess Ops		A-800-0023	104%	102%	152%	5 Days	436N 538C 539S 576K 654F	LTA Norfolk LTA Pearl Harbor LTA Mayport FTC San Diego TTF Bangor, WA
Food Service Management Automated Records Keeper		A-800-0027	73%	148%	136%	12 Days	253B 261E 367T 662C 607H 574K 722S	FTC Norfolk TTF Kings Bay NAVSUBSCOL Groton LTA Pearl Harbor LTA Mayport FTC San Diego TTF Bangor, WA
Techniques of Advanced Food Preparation and Production	Prerequisite for NEC 3530	A-800-0035	150%	25%	4%	26 Days	640R	US Army QM School, FT Lee, VA
Baking and Cake Decorating		A-800-0045	0%	103%	0%	5 Days	4805	LTA Hampton Roads
Submarine Food Service Watchstanders		F-000-0070	--	--	--	5 Days		NAVSUBSCOL Groton

- **Rating name change: Culinary Specialist**
- **Focused CS recruiting from Culinary Schools/Community Colleges**
  - **Recruit Incentives:**
    - **Enlistment Bonus**
    - **Enlistment Bonus College Kicker**
    - **Loan Repayment Program (Up to \$65K of Gov't loans)**
    - **Direct Procurement Enlistment Program**
      - **(E4 at completion Initial TRNG)**
    - **Navy College Fund**
  - **“A” school shortened from 6 to 4 weeks**